

FACTS **about Connecticut Women**

Connecticut Women in the New Millennium: NOT EQUAL YET!

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Introduction

We are proud to publish this “turn of the century” edition of *Facts About the Status of Women in Connecticut*. As we contemplated this milestone year, it seemed appropriate to take a broader look at the status of women, and to compare some data about where we are now and where we have been. Scattered throughout the booklet, you will find charts that show multi-year comparisons, looking back in some instances to the era of the 1970’s when the PCSW was created. Because it is difficult to find comparable data on many topics, we offer in this booklet only a sample of comparisons.

We also wanted to take the opportunity in this booklet to reflect on the changes and challenges that women have faced in this century, and still face today. To help us, we invited a number of scholars from colleges and universities across the state to contribute “mini-essays” to this publication. We would like to thank them for sharing their knowledge and thoughts with us:

Susan Porter Benson, University of Connecticut;

Ivor J. Echols, Professor Emerita, University of Connecticut School of Social Work;

Diana Evans, Ph.D., Trinity College;

Carolyn M. Mazure, Ph.D., Yale University School of Medicine;

Shyamala Raman, MBA, Ph.D., St. Joseph’s College;

Andi Rierden, Fairfield University; and

Maria-Luz D. Sampler, Ph.D., University of Connecticut.

It is impossible to fully describe human lives with charts and tables. We hope that policy-makers and members of the public will use the data in this book as a reference, and will call upon the staff of the PCSW to provide additional information when it is needed to analyze social issues that affect the status of women.

We have entitled this booklet, “*Women in the New Millenium: Not Equal Yet!*” We will leave this 21st century to our daughters and granddaughters and to our sons and grandsons. Thank you to all our colleagues, friends and leaders for working together with us to leave them a century of equality and opportunity.

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Chapter One

General Demographics

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general demographics

General Demographics

In 1997, there were nearly 1.7 million women in Connecticut. According to the 1997 *Connecticut Registration Report* of the Connecticut Department of Public Health, the estimated population of Connecticut as of July 1, 1997 was 3,269,858, which is 17,258 (0.5%) lower than the July 1, 1990 census count. Of the total population, 48.6% are males and 51.4% are females. In the age groups from 0 through 29 years, the number of males exceeded that of females. In all subsequent 5-year age cohorts, females exceeded males. By ages 75 - 79, 80 - 84, and 85+ years, females outnumbered males by factors of 1.5, 1.8, and 2.7 respectively.¹

Connecticut has the 28th largest population among all the states in the United States.² The median age for women in Connecticut is 38.1 years, slightly older than males, 35.8 years. The age distribution of women in Connecticut for 1998 is 23% age 17 and under, 8% ages 18-24, 30% ages 25-44, 22% ages 45-63, 14% ages 65-84, and 3% 85+ years.³

The population of women in Connecticut has increased by 1.5% since 1975. The largest increase is for women over the age of 65, an increase of 5.6% and for women between the ages of 25-44, an increase of 4.8%. Women 24 years and under experienced the greatest decrease, 9.3%.⁴

Life expectancy in the United States has hit a new high. Among the total population, the average American could expect to live to 79.7 years for women and 72.9 years for men as of 1999. The trend is expected to grow with life expectancy in 2025 for women 82.0 years and 76.2 years for men. In 2050 women can expect to live to 84.3 years and men 79.7 years.⁵

¹ *State of Connecticut One Hundred and Fiftieth Registration Report 1997*, CT Dept. of Public Health.

² *The Status of Women in Connecticut 1998*, Institute for Women's Policy Research, Washington, D.C.

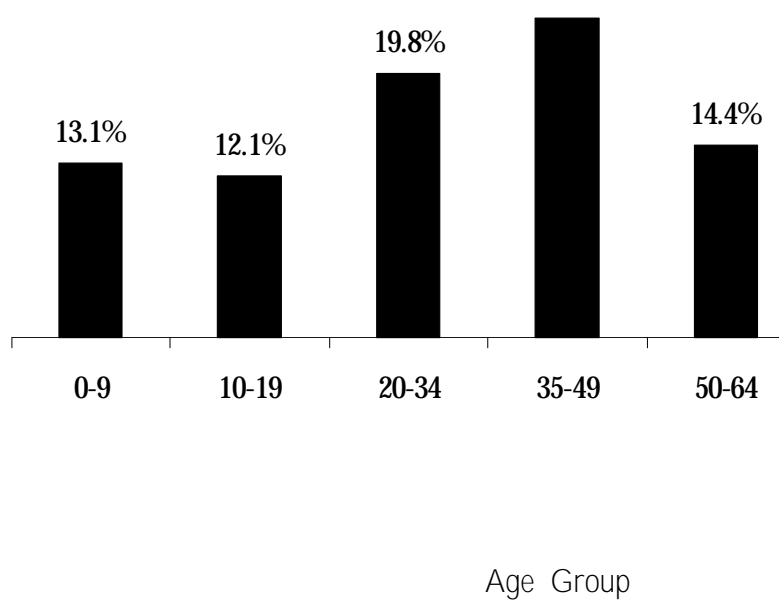
³ *Annual Time Series of State Population Estimates by Age and Sex*, US Census Bureau, 1999.

⁴ *State of Connecticut One Hundred Twenty-Fifth Registration Report 1975*, CT Dept. of Public Health

⁵ *More Women Live Longer*, The Hartford Courant, August 22, 1999.

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Age Distribution of Connecticut Women 1997



Source: CT Department of Public Health, One Hundred Fiftieth Registration Report 1999.

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general demographics

Marriages

There were 22,698 marriages in Connecticut in 1997. This was 771 (3.5%) more than in 1996, the first increase since 1989. The 1997 total represents a marriage rate of 13.9 persons per 1,000 population, up from 13.4 in 1996.¹ The proportion of women in Connecticut who are married is slightly lower than the proportion nationally (54.3 percent compared with 55.6 percent of women in the United States).²

Since 1975 the marriage rate in Connecticut has been on a general decline when it reached a rate of 15.0, 23,472 marriages.³

Eight towns each registered more than 500 marriages in 1997. They were Hartford (1,413), New Haven (1,173), Bridgeport (920), Stamford (885), Waterbury (741), Norwalk (572), and Danbury (510). The most marriages were registered in Hartford, and only one was registered in Union.⁴

CT Marriages -- A Historical Perspective		
	1975	1997
Number	23,472	22,698
Rate (persons per 1,000 population)	15.0	13.9

Source: *One Hundred and Fiftieth Registration Report of Births, Marriages, Divorces and Deaths for the Year Ending December 31, 1997*, CT Department of Public Health..

¹ *One Hundred and Fiftieth Registration Report of Births, Marriages, Divorces and Deaths for the Year Ending December 31, 1997*, CT Department of Public Health.

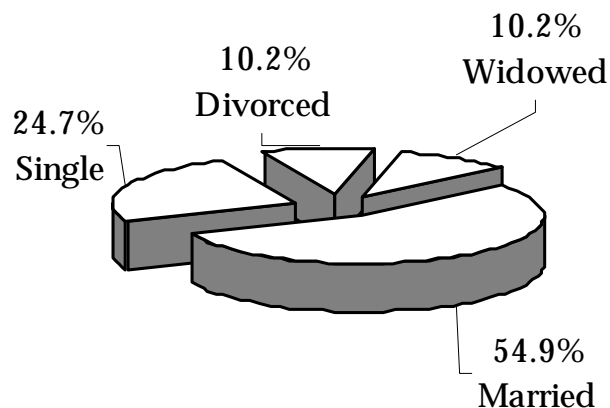
² *The Status of Women in Connecticut*, Institute for Women's Policy Research, 1998.

³ *One Hundred and Twenty-Fifth Registration Report of Births, Marriages, Divorces and Deaths for the Year Ending December 31, 1975*, CT Department of Public Health.

⁴ *Ibid.*

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Marital Status of CT Women, 1998



Source: U.S. Bureau of Census, Current Population Reports, *Marital Status & Living Arrangements*, January 1999.

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Divorce

Nationally in 1998, 19.4 million adults were currently divorced, representing 9.8 percent of the population.¹ Historically, in 1970, divorced women were only 5.6% of all women age 15 and over. By 1998, their ranks had nearly doubled to 10.2% of that age group.²

In Connecticut there were 10,859 divorces in 1997, or more than one for every two marriages, for a divorce rate of 6.6 persons per 1,000 population. The 1997 divorce rate was the second lowest in 25 years.

Since 1975 the divorce rate has decreased. In 1975 there were 12,107 divorces with a rate of 7.8, compared to a rate of 6.6 in 1997.³

CT Divorces -- A Historical Perspective		
	1975	1997
Number	12,107	10,859
Rate (persons per 1,000 population)	7.8	6.6

¹ U.S. Census Bureau, *Current Population Reports*, December 1998.

² U.S. Census Bureau, *Current Population Reports*, March 1998.

³ *One Hundred and Fiftieth Registration Report of Births, Marriages, Divorces and Deaths for the Year Ending December 31, 1997* CT Department of Public Health.

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Homelessness

In Connecticut, the Coalition to End Homelessness reports that during the period October 1, 1996 to September 30, 1997, 15,508 different people used shelters including 1,493 families with over 2,800 children (children age 17 and under represented 17.9% of the population). The number of single adult women increased by 10% over the previous year.¹

According to the National Low Income Housing Coalition, on average in Connecticut, someone earning the state minimum wage of \$6.15 an hour would have to work 77 hours a week to afford a one-bedroom apartment, and 96 hours a week for a two-bedroom rental. A Connecticut household needs to earn \$24,594 a year to afford a one-bedroom apartment at the fair market rent of \$615 per month, and \$30,680 to afford a two-bedroom apartment at \$767 per month.²

Rental Housing in Connecticut is far more expensive than in most states; 35% of renters in the state are unable to afford a fair market rent for a one-bedroom apartment and 43% cannot afford a typical two-bedroom apartment.³

The median selling price of a home in Fairfield county in 1997 was \$229,000, Middlesex county \$130,000, Litchfield county \$127,000, Hartford county \$121,000, Tolland county \$120,500, New Haven county \$119,000, New London county \$111,400 and Windham county \$89,000. The state median was \$135,000.⁴

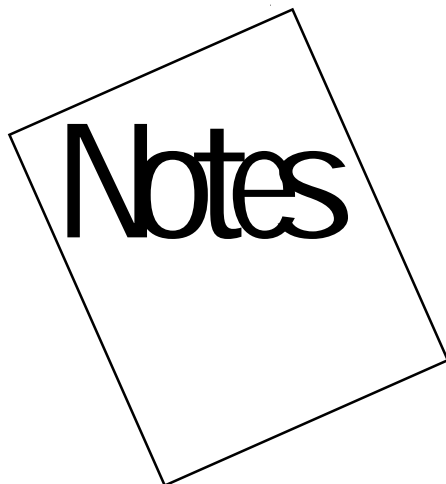
¹ *Who Is Homeless In Connecticut?* October 1, 1996 to September 30, 1997, CT Coalition to End Homelessness.

² *National Study Finds You Need to Make \$14.74 an Hour to Afford a Rent in Connecticut*, CT Alliance For Basic Human Needs, September/October 1999.

³ *The Social State of Connecticut '99*, Fordham Institute for Innovation in Social Policy 1999.

⁴ *Ibid.*

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Per Capita Income

Between 1995 and 1997, per capita personal income grew by 11.8% in Connecticut.¹ In Fairfield county, personal income grew by 13.8%, a higher rate than the state average. In all other counties, personal income growth was lower than the state average, ranging from 7.7% in Windham county to 11.4% in Hartford county.²

In 1997 the distance between the income of the highest income county and the lowest income county was the widest on record since 1970.³

The state's population living below the poverty level in 1997 was 8.6%.⁴

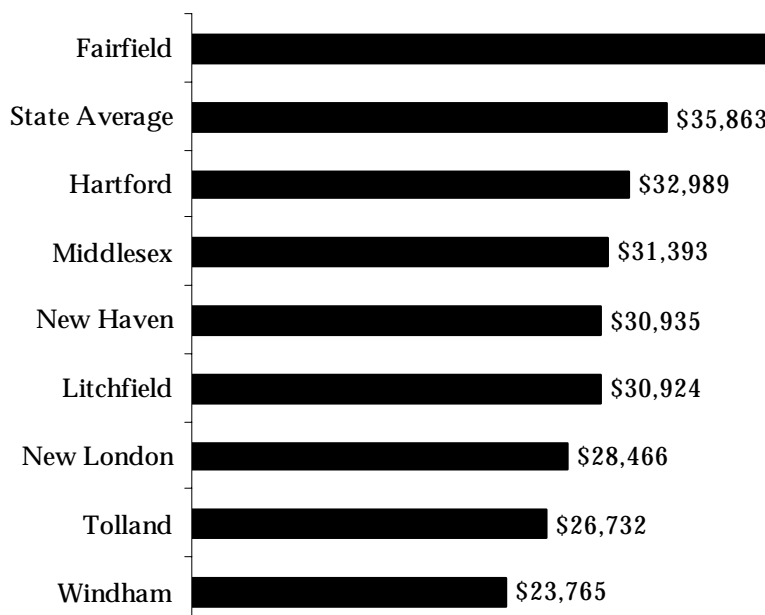
¹ *The Social State of Connecticut '99*, Fordham Institute for Innovation in Social Policy 1999.

² *Ibid.*

³ *Ibid.*

⁴ *Ibid.*

Per Capita Income In CT, 1997



Source: U.S.
Department of
Commerce

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Poverty

a mini-essay by
Ivor J. Echols

Professor Emerita, University of Connecticut School of Social Work

From the time of my arrival in Connecticut thirty years ago, in January 1970 to be precise, quite a few people solicited my views about the role of women and our economic place in society. Their interest was fueled, I believe, by two major factors: the tremendous civil and racial upheaval across the nation in the 60's, and the strong personal role I had taken in persuading my husband and two children to share my ambition to relocate my academic career. While the economic advantage was not monumental, the offer of a professorship based upon my prior twenty years in academia was very attractive. Being an African-American woman had its own distinct significance. Race and ethnicity matter greatly, often painfully. To my family and many other supporters I am forever grateful for their faith and encouragement.

What, if anything, does my personal career have to do with poverty?
Is there a connection?

Discovery of the proud traditions of Connecticut, and the history of New England in general were awesome. The fact that the state was viewed as economically solid and thrifty as well was part of the nation's folklore bolstered my state pride. However, the glamour trip was hardly launched when I met, heard, and identified with low-income families whose economic status ranged from acute need to bare subsistence with chronic uncertainty.

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mini-essay -- poverty

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mini-essay -- poverty

Poverty a mini-essay by Ivor J. Echols continued

When I and others were escorted to meet and talk with individuals and families who were hurting, we were embraced, recruited into demonstrations at the State Capital and elsewhere. The demonstrations mostly targeted the welfare practices which seemed to heighten suffering and lead to ineptitude with recipients. There was a kind of genteel way of viewing some of the local concentrations of poverty apparent in poor housing, and among impoverished children, and families with no alternatives. Not the big city, urban flavored distress, just people in need. We were challenged by those affected to open our classrooms so they could inform us. We were unsettled by the idea that social workers and social scientists could and must do something. The nation's War on Poverty had already hit the country with money and initiatives that helped some and cooled things down, but were usually short-lived. There were more hurting children, who were inadequately clothed, poorly housed, and often with health deficits. Families were broken, breaking or teetering on the brink of insurmountable problem caverns.

Stop! Too negative, too gross, overdrawn by the distortions of a relatively new arrival? I do not think so. When statistics and research are incorporated, there is adequate documentation. We do not lack facts and figures. Poverty is deep and everlasting – recurrent in every century even though produced by changing social conditions. We vary our remedies but humanity does not find a cure.

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Poverty a mini-essay by Ivor J. Echols continued

In this brief essay from which I cannot escape the personal retrospective, I see the reality of my aspirations: never escaping and never wanting to escape the persistent human needs, just because I had become a well-educated and experienced social worker.

Connecticut was among the first states to embrace welfare reform, and we needed reform, but not as an escape from deep poverty to a more genteel, less discernible variety. Other states are shaken to the core on the same issues. You may recall that President Jimmy Carter heard the swell of women's concerns and convened, in 1977, the first and only national Women's Conference ever convened by the federal government. As one member of the Connecticut delegation, I was tremendously affected by the individuals, groups, the territories who stated their plight of poverty, inadequate housing, and no ladder to climb economically. President Carter's efforts never came near any national consensus, but as an individual he founded Habitat for Humanity and provided a program to aid in sheltering the homeless. It must bring him much personal satisfaction to have addressed one major problem area.

The public had learned by the 80's and 90's that poverty and economic deprivation of lesser degree are totally entrenched in our state and nation. The War on Poverty had been lost, and the Revolution promised in the 70's thankfully did not come, neither televised nor embraced by a consenting majority. We have all learned a few basic truths: poverty hurts women and children more, but many men suffer, too, with consequences like homelessness, drugs, and hunger. Racial and ethnic majorities are hard hit.

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mini-essay -- poverty

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mini-essay -- poverty

Poverty a mini-essay by Ivor J. Echols continued

The gap between upper and lower class continues to widen. In fact, our society has developed new words to describe the chasm – e.g. “the underclass.” Welfare reform is the ideology to provide a new road map for a destination not charted. The United States is embracing unprecedented economic progress. Connecticut holds on to its reputation as the state with the highest personal income. Public servants – state and national office holders – work hard to reduce the economic disparities and impact of unmet needs.

As I bring this essay to a conclusion, I remember my parents, long deceased, who were neither rich nor poor, without a high school education but happy. They owned a home, lived modestly, grew large vegetable gardens at home in Oklahoma, shared their surplus produce and their meager coins with their neighbors and friends, and taught me that education was the key to open doors. Why have those doors shut firmly against so many others? In a nation and state with unparalleled intellect, there must be other bootstraps and handholds for those who follow. What prevents self-sufficiency for so many?

Even as I grope for the magic conclusion, a woman panelist on a television show, whose name and identity didn't dent my mind, shared her millenium resolution for “an unstoppable movement for economic justice”. I say a firm AMEN!

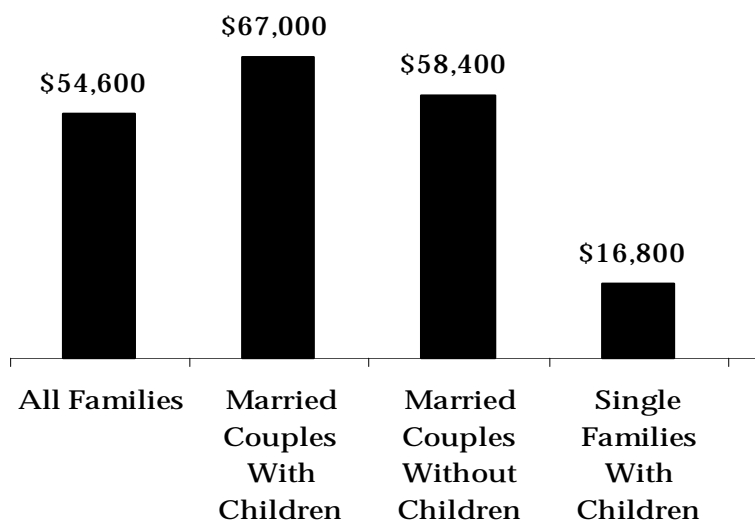
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Economic Security and Poverty

As women's responsibility for the economic well-being of their families grows, the continuing wage gap and women's prevalence in low-paid, female-dominated occupations impedes women's ability to ensure their families' financial security, particularly for single mothers.¹

¹ Institute for Women's Policy Research, Wash. D.C. *The Status of Women in CT*, 1998

Median Annual Income for Selected Family Types CT -- 1995



Source: The Status of Women in CT, Institute for Women's Policy Research, 1998.

economics

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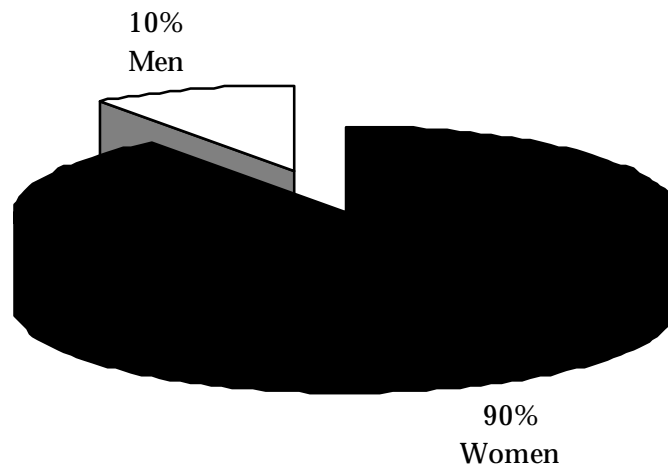
TANF Recipients

In December, 1999, 90% of Connecticut's TANF (Temporary Assistance to Needy Families) recipients were women.¹ 15,230 recipients (87%) were single parents and 2,200 were 2-parent clients (13%).²

¹ *AT-A-Squint*, Time Limited TANF Data for December 1999, CT Department of Labor

² *Ibid.*

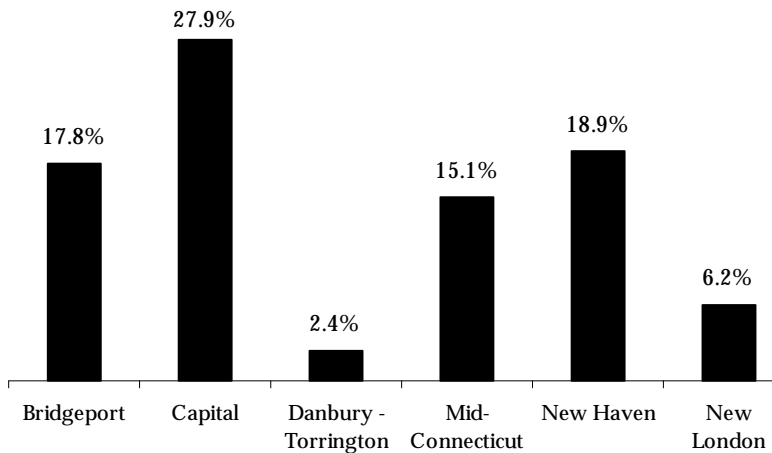
Percentage of TANF Recipients In Connecticut December 1999



Source: *AT-A-Squint*, Time Limited TANF Data for December 1999, CT Department of Labor.

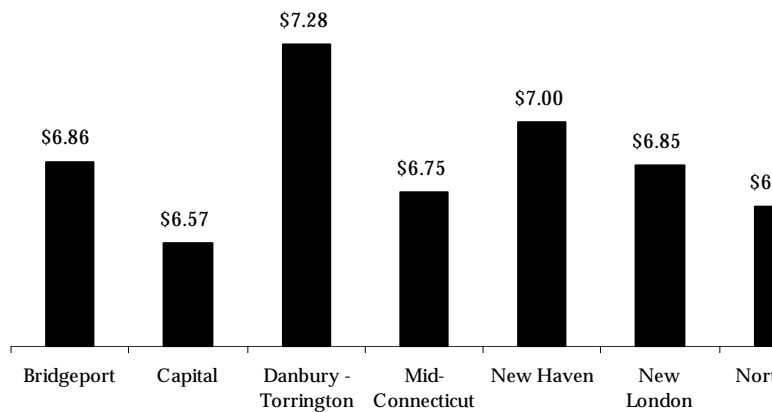
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Percentage of TANF Recipients by CT Labor Department Regions
December 1999



Source: *AT-A-Squint*, Time
Limited TANF Data for December
1999, CT Department of Labor.

Average Hourly Wage Of Time-Limited TANF Recipients By Region
December 1999

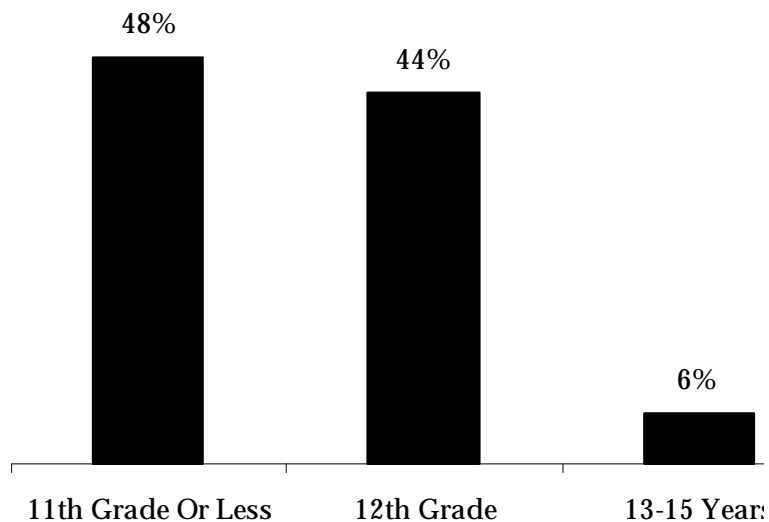


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Educational Attainment For Time-Limited TANF Recipients
December 1999



Source: *At-A-Glance*, Time Limited TANF Data for December 1999, CT Department of Labor.

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Reflections on the Changing Trends for Women in the Emerging Global Economy

A mini-essay by

Shyamala Raman, MBA, Ph.D.

Associate Professor of Economics and
International Studies

Director of International Studies
Chair, Social Sciences Division

St. Joseph's College

We are living in a fundamentally transformative period. The multifaceted, complex and dynamic process of globalization has overarching implications at all levels. Briefly, the ramifications of this process touch not only our economy, polity and society but also our very conceptualizations of work and family dynamics. The changing nature of work, new family configurations and the related issues of economic empowerment of women are some of the challenging consequences of the emerging global economy. As activists and scholars, it is incumbent upon us to have a recurring public dialogue in order to keep these issues always in the forefront. In this short essay, I provide you with an outline of the issues and invite you to start a conversation or continue the discourse so that we can unravel the complex process and impact policy formulation in the legislature, in the workplace and in the educational arena.

The changing nature of work created by the transition from industrialism to post-industrial informationalism has led to new occupational structures, flexible employment and the “end of work” as we know it. While these changes provide many opportunities, we must explore the following issues that lead to fissures and fractures in the continuing trend of increasing labor force participation of

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mini essay -- changing

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mini essay --changing trends

Reflections on Changing Trends a mini-essay by Shyamala Raman continued

women. Some of these wide-ranging issues are:

- ◆ The extent of the global division of labor and its encroachment into the employment opportunities for Connecticut women just entering the labor force;
- ◆ The access issues in education and in technology from the kindergarten level to the post-secondary level for women to integrate into the information economy;
- ◆ The public policy issues relating to education and training;
- ◆ The extent of women's participation in the new occupational structures—for example, what is the percentage of women involved in the burgeoning photonics or biotechnology industry in Connecticut? At what levels—is it in low skill jobs or in research and managerial responsibilities? How do we address the multiple issues of earnings, racial/ethnic and gender segmentation in the industries of the “new economy”?

The conceptualization of the family and household as it exists today does not take into consideration new formulations. The imaginary family of Ozzie and Harriet has been replaced by single parent families, same sex partners, blended families, grandparenting and extended families in some immigrant communities. Economic necessity fostered by global competition has made it mandatory for women to work in a waged job, yet none of her non-waged work has decreased significantly. For instance, the means-tested transfer programs of recent years have led low-income women to assume more responsibility for generating their own income and for creating their own family based and/or local infrastructure. The erosion of enabling care infrastructure systems in a neoliberalist, “stock-holder capitalistic” environment has weakened the bargaining power of women in the workplace. The responsibility of the nation-state to provide care and education services has gone by the wayside in the name of privatization. This trend in the global North is very different than in the global South.

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Reflections on Changing Trends a mini-essay by Shyamala Raman continued

Does this mean that the future for working women in the emerging global economy is dismal? I do not believe it is so. If this period of globalization is symbolic of the “rise of the network society” (Manuel Casells, 1996), the very metaphor of the network catalyzed by information technology has the ability to mobilize women towards weaving a quilt of a women-centered, equitable and sustainable economy. It is heartening to note the rise of civil society and the resultant formal and informal networks created by women locally, regionally and globally. In some cases, the movements are advocating voluntary delinking from the corporate ethic of profit and promoting “provisioning”. One fine example of this activity is the growth of local currency systems. In other cases, where globalization has forced an involuntary separation from wage employment, women’s groups have worked to provide education and training. Our task is to build the solidarity towards achieving public policies which address these momentous changes.

mini essay -- changing

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Social Security

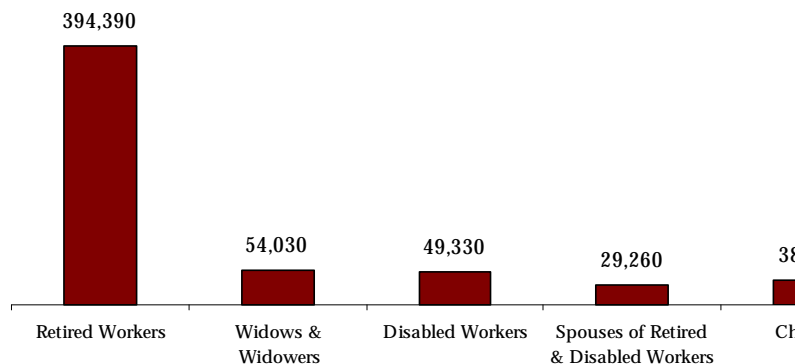
Women tend to earn less, live longer and have fewer years in the workforce than men. Often times they tend to take time out of the workforce to raise families. On average, women receive Social Security benefits that are only three-fourths the size of men's benefits. Additionally, women are about half as likely than men to have a pension, and even when they do, the amount is generally half as much. Without Social Security, more than 52% of all elderly women would be poor.¹

In 1998 Social Security benefits were paid to 565,850 Connecticut residents. Social Security beneficiaries represented 17.3% of the total population of the state and 94.1% of the State's population aged 65 or older.² The following charts show to whom benefits were paid and the average amount of benefits monthly.

¹ Susan Grad, *Income of the Population 55 and Older, 1994*, p. 87 Table V.D.1 (Social Security Administration, 1996) as reported in AARP *Saving for Retirement: How Are Women Doing?* 1997.

² *State Statistics - Connecticut* a Factsheet from the Social Security Administration, Office of Research and Statistics, December 1998.

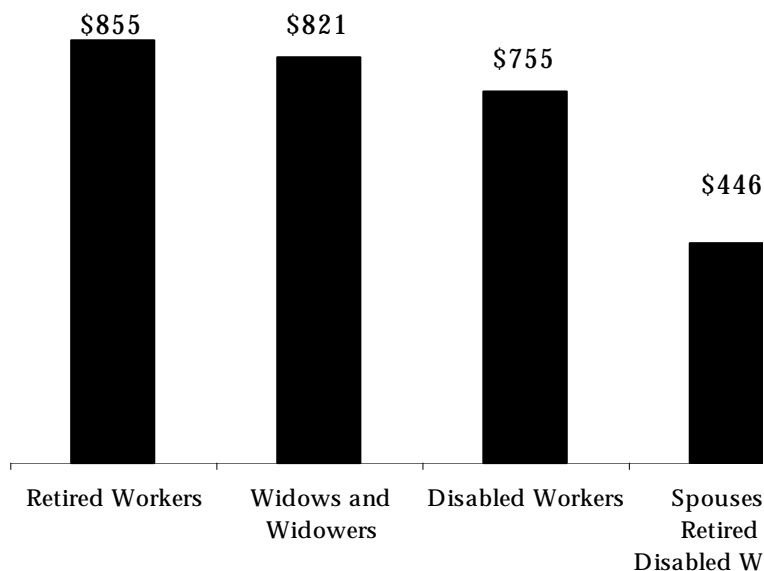
Number of Persons Receiving Social Security Benefits In Connecticut - 1998 (men and women)



Source: Social Security Administration, Office of Research Evaluation and Statistics, November 1999.

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Average Monthly Social Security Benefit To Persons
In CT 1998 (men and women)



Source: Social Security Administration, Office of Research Evaluation and Statistics, November 1998.

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mini-essay -- wage gap

The Wage Gap

a mini-essay by
Susan Porter Benson

Interim Director of Graduate Studies, History Department,
University of Connecticut

Wage-earning outside the home is a staple of life for women in the USA in the year 2000: about 60% of all women aged 16 and over are now in the paid labor force, and most of the other 40% have been in the past or will be in the future. Historically speaking, this is nothing less than a revolution. In 1750, virtually no women earned wages outside the home. Women worked, but in their own households, in others' households for wages, or as slaves. Women's work was highly visible. They produced cloth and clothing, food, and necessary household products such as soap and candles and provided a broad range of educational, medical, and nurturing services. Even slave women, who spent their days working their owners' fields, did housework and cared for their families in the margins of their days. Whether slave or free, women and men both worked where they lived.

Even in the middle of the 18th century, however, this picture was already changing. Trading was becoming less a local exchange among people who knew one another and more a matter of longer-distance exchange among strangers conducted through money. Especially in cities, more and more men—and some women—earned wages outside their homes.

These changes had dramatic consequences for women. For some, the opportunity to earn money of their own brought a taste of independence. Most women, however, found themselves in a lose-lose position. New ideas both cheapened their labor and denied it legitimacy, as “work” was redefined to include only labor done outside the home for wages. Wage-earning men, who

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The Wage Gap a mini-essay by Susan Porter Benson

had their own problems with falling wages and harsher conditions because of industrialization, campaigned for a “family wage” that would allow them to support their families. They argued that women who earned wages threatened men’s livelihoods. Victorian culture reinforced a negative view of wage-earning women by labeling them immoral for venturing outside the home. At the same time, women found that the work in the home that they continued to do to sustain their families was being devalued because it was outside the money economy. Reflecting this trend, in 1850 Hartford writer Harriet Beecher Stowe listed the staggering amount of household work she had done in the previous few months, from building furniture to delivering her eighth child, and complained that “I am constantly pursued and haunted by the idea that I don’t do anything.”¹

Theoretically, the family wage could have been a good idea. The amount of sheer physical labor that most women had to expend in keeping house, combined with the heavy demands of frequent childbearing, were more than enough to keep women fully occupied. But the family wage rarely worked out that way. First, few men, then as now, succeeded in earning a “family wage.” Industrialization, mechanization, and business desires for efficiency and ever-higher profits kept wages low and steady jobs scarce. Race and ethnic discrimination made it especially difficult for African American and, to a lesser extent, immigrant men to earn enough to support a family. Second, many women were not or did not want to be the dependents of men.

In practice, the family wage was a failure and women entered the paid labor force in growing numbers. Most free women had to combine some form of wage-earning with household work; even the privileged Stowe became a writer to help support her family. Nearly all earned much less and worked much harder for their wages than Stowe did. They found that their labor outside the home was no more valued than their work inside it: they were hired only in a narrow range of jobs and paid rock-bottom wages. Young, single women domi-

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mini-essay -- Wage gap

FACTS about Connecticut Women

mini-essay -- wage gap

The Wage Gap a mini-essay by Susan Porter Benson

nated the female work force during the nineteenth century, but the end of the century there was a steadily growing number of woman wage-earners who were or had been married and who had children, especially among African Americans and in New England textile-manufacturing towns.

These changes, rooted in the period from 1750 to 1900, lie behind some of the intractable problems facing women today. The devaluation of the unpaid work that women do in the home has helped to shape the stinginess of welfare and the scorn for the women who have to resort to it. Women's need to contribute to family income has produced the "double day," which makes wage-earning women the most exhausted people in the country. Men's insistence on the family wage has hindered efforts to build unions that would work for higher wages for women and men alike. And, as long as men hold themselves apart from woman wage-earners, employers can undercut men's wages by hiring even cheaper women. The cheapening of women's wages and their greater likelihood of becoming unemployed complete the vicious circle, forcing them to resort to welfare in greater numbers.

This is a grim picture, and it excludes those women who have, individually or collectively, triumphed against the odds. Still, the fact remains that even the lives of the most successful women have been more difficult because of these historical circumstances. If we are to move beyond the limitations imposed by the double day, the family wage, and the devaluation of housework, we need to attack their deep historical roots at the same time as we struggle against current circumstances.

¹ Quoted in Jeanne Boydston, *Home & Work: Housework, Wages, and the Ideology of Labor in the Early Republic* (New York: Oxford University Press, 1990), p. 163.

FACTS about Connecticut Women

The Wage Gap

The wage gap in Connecticut is even greater than the national average with Connecticut women earning only 74.1% of what men in Connecticut earn, or approximately \$179.00 less per week. Women's median earnings in Connecticut are high compared to the United States because of the generally high standard and cost of living. However, their ratio in comparison to men's is quite low, ranking only 29th in the nation. The relatively high wages earned by Connecticut women mean that the pay gap between men and women in the state is more a matter of men earning significantly higher salaries rather than women earning lower salaries.

A study by the Educational Testing Service looked at employment categories and compared women's and men's average annual salaries. The study found that in 1995, for the age range of 30 to 59: men with the best office jobs averaged \$59,600 compared to women who averaged \$33,700; men who worked in jobs such as health care, education, police, fire fighting, and technical fields earned \$35,300 on average compared to \$21,400 for women; and men who worked in low-skilled jobs earned \$24,000 on average compared to \$13,000 for women.²

The gender wage gap is even larger for women of color. They earn \$269 less than men overall, or 61 cents for every man's dollar. Nationally, women of color earn approximately 64 cents for every dollar that men earn.³

¹ *The Status of Women in Connecticut*, Institute for Women's Policy Research, Washington, D.C., 1998.

² *Women's Employment and Earnings*, State of CT Office of Legislative Research, December, 2, 1998.

³ *Equal Pay in Connecticut*, AFL-CIO Working Women's Department.

FACTS about Connecticut Women

economics

Top Ten States With Lowest Pay Gap 1997

State	Gap	Rank
California	84.4	1
Florida	82.7	2
Hawaii	82.4	3
Arizona	81.9	4
Rhode Island	80.9	5
New York	80.4	6
Massachusetts	80.0	7
Vermont	78.9	8
Virginia	78.7	9
Texas	78.5	10
Connecticut	74.1	25

Source: Women's Bureau, The White House, *Gender Gap by State* 1997.

FACTS about Connecticut Women

Chapter Three

Women and Work

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women and work

Labor Force Participation

Women represent 48% of the Connecticut labor force with 60.7% of women ages 16 and over in the labor force.¹

The majority of Connecticut women are employed in technical sales and administrative support, 40.4%; followed by 35.1% in managerial and professional specialty occupations; 16.3% in service occupations; 6.2% as operators, fabricators, and laborers; 1.8% in Precisions, Production, Craft and Repair and .1% in the farming, forestry, and fishing industries.² It is important to note that within the broad-range categories mentioned above, sub-categories exist.

Women in Connecticut have higher labor force participation in all age groups than their U.S. counterparts. Nationally, the highest labor force participation of women occurs between the ages of 35 and 44, with 77.2% of these women working. In Connecticut, the highest level of labor force participation also occurs between 35 and 44, with 82.0% in the labor force. Young women between the ages of 16-19 are less likely to participate in the labor market than any other age group except those nearing retirement or retired.³

In general, the labor force participation rate for women with children in the U.S. tends to be higher than the rate for all women. In Connecticut 71.6% of women with children under age 18 and 64.9% of women with children under the age of 6 participate in the labor force.⁴

¹ *Women At Work - Facts About Working Women State-by-State Data*, Center For Policy Alternatives, September 1998.

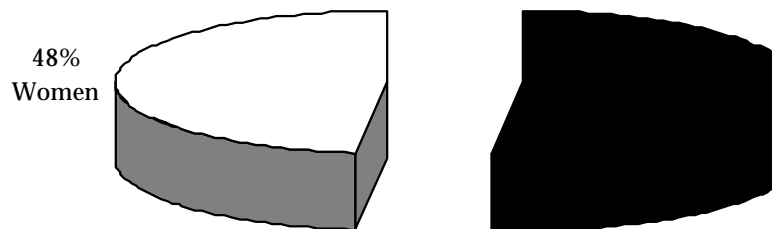
² *Ibid.*

³ *The Status Of Women In Connecticut*, Institute For Women's Policy Research, 1998.

⁴ *Ibid.*

FACTS about Connecticut Women

Labor Force Participation in Connecticut 1996

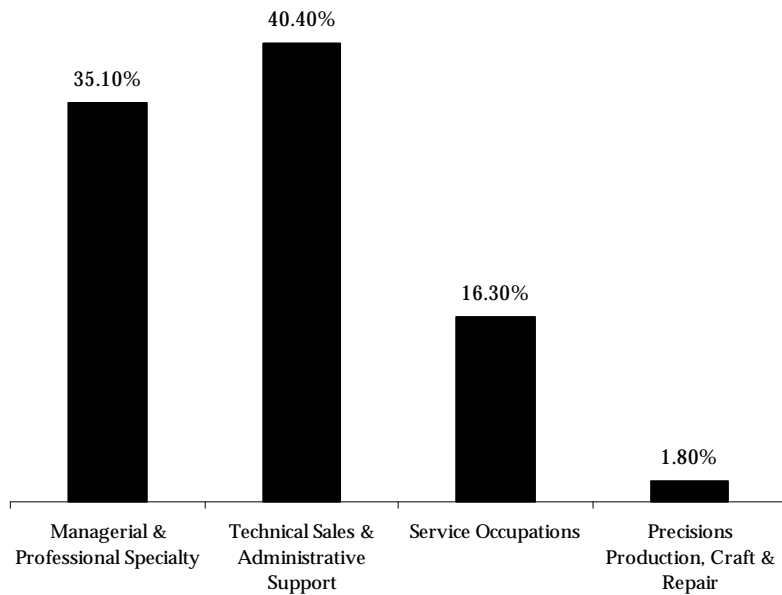


Source: *Women At Work - Facts About Working Women*, Center For Policy Alternatives, September 1998.

FACTS about Connecticut Women

women and work

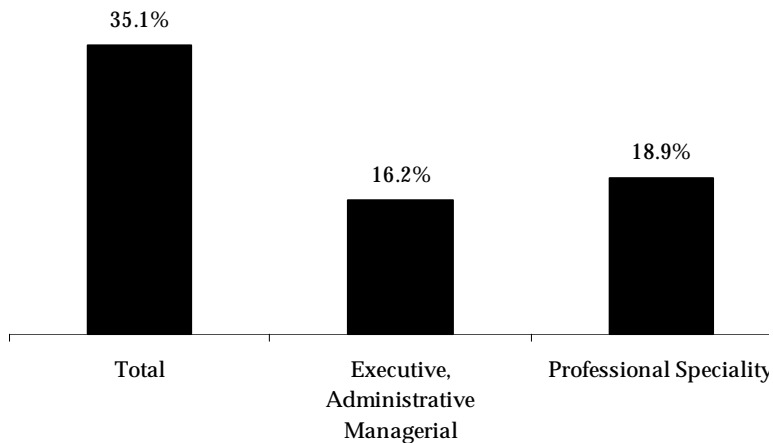
Percent Distribution of Employed Women In Connecticut By Occupation - 1996



Source: *Women At Work - Facts About Working Women*, Center For Policy Alternatives, September 1998.

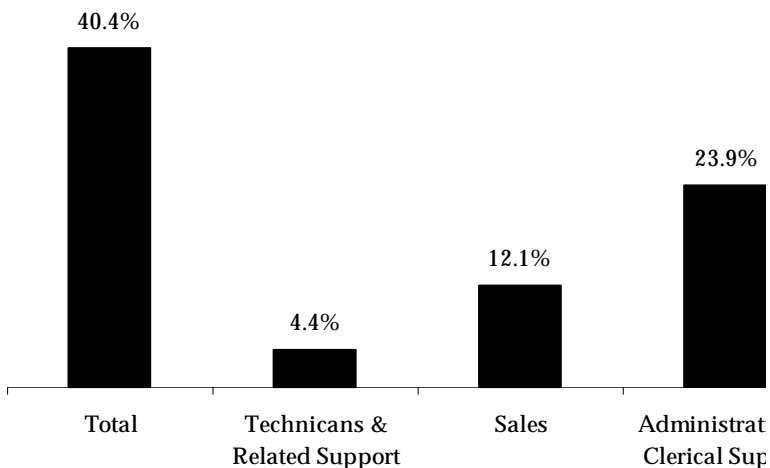
FACTS about Connecticut Women

Breakdown of Managerial and Professional Specialty Classification of Employed Women in Connecticut - 1996



Source: *Women At Work - Facts About Working Women*, Center For Policy Alternatives, September 1998.

Breakdown of Technical Sales and Administrative Support Specialty Classification of Employed Women in Connecticut - 1996

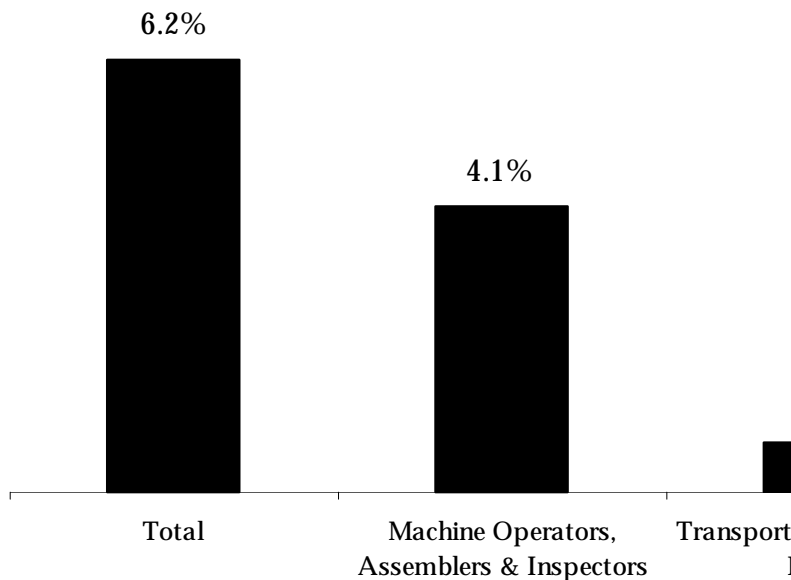


Source: *Women At Work - Facts About Working Women*, Center For Policy Alternatives, September 1998.

FACTS about Connecticut Women

women and work

Breakdown of Operators, Fabricators and Laborers
Specialty Classification of Employed Women in
Connecticut - 1996



Source: *Women At Work - Facts About Working Women*, Center For Policy Alternatives, September 1998.

FACTS about Connecticut Women

Connecticut: Are the New Jobs Bringing Equality?

a mini-essay by
Maria-Luz D. Samper, Ph.D.

Labor Education Center
University of Connecticut

At the end of 1999, the unemployment rate was 2.4% - the lowest in decades. According to this figure, the situation currently resembles full employment for Connecticut and the country. But, is full employment bringing equality?

According to the *Connecticut Economist*, the job mix in our state has changed dramatically. Since the first quarter of 1989, the previous peak, manufacturing jobs have declined by 27%; wholesale and retail trade has lost 5%; finance, insurance and real estate has dropped by 10%. On the other hand, service jobs exhibit a growth of 24% and government jobs (including tribal operations), a growth of 12%.

Are Connecticut workers getting better jobs? Are Connecticut women receiving equal pay for work of comparable value, or even equal pay for equal work? Available information suggests that they are not.

There are different phenomena that can at least partly explain the current situation. They are the globalization of work, of products, of offices and companies and the international division of labor. (Each worker, regardless of status, skills and knowledge is now competing with many others in the world). Another reason is the increase of the contingent workforce. The dramatic increases in contingent employment (especially temporary work) started early in the eighties. The situation observed in the United States as a whole and even in other industrialized countries is very similar. Contingent means any job in which an individual does not have an explicit or implicit contract for long-term or permanent employment.

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mini-essay -- jobs

FACTS about Connecticut Women

Jobs a mini-essay by Maria-Luz D. Samper, Ph.D.

About a third of women and about a quarter of men (30% overall) are in non-standard work arrangements. That includes part-time work, temporary workers, on-call workers, day laborers, people who work for contract companies, independent contractors and self-employed workers.

It appears that many companies are using the current world situation to convert full-time jobs with health benefits and pensions into part-time, contingent jobs with no benefits or pensions. The reason given is "competitiveness" but the real reason is the abundance of available labor in the world that allows companies to move from country to country searching for the cheapest labor, the best conditions of production and the highest profits.

Connecticut took the lead in this arrangement in the eighties and the insurance companies were very quick to layoff people and rehire them as "consultants" or part-time workers. At the same time those companies were opening subsidiaries and contracting work out to companies located in countries such as Barbados, Ireland and the Dominican Republic.

Some people argue that these arrangements are very positive for workers because it gives them the flexibility to care for their children. Is this an excuse for the absence of good affordable childcare? It is true that some parents opt to be in the contingent workforce if the work situation does not allow them to have their children taken care of. Others argue that some members of the contingent workforce receive good wages and flexible hours – for example, computer programmers and some consultants. But when asked, contingent workers such as those at Microsoft preferred a permanent relationship with the employer.

The contingent workforce does not only include occupations in the administrative support category such as library clerks, file clerks, general office clerks, data entry keyers, teachers' aides and interviewers - even though those are the areas of high concentration. Contingent workers may also be medical doctors, accountants, university professors and lawyers, and it is mainly females who are in this cat-

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FACTS about Connecticut Women

Jobs a mini-essay by Maria-Luz D. Samper, Ph.D.

egory. And what researchers have found is that once you are a part-time physician or a part-time lawyer, the transition to full-time partnership is usually impossible. Other professional specialty occupations with relatively high contingency rates includes biological and life scientists, musicians and composers, actors and directors

As we enter the new century, trends show that industries with higher concentrations of part-time workers are services, transportation, communications, and public utilities, retail trade, finance, insurance and real estate.

Economist Eileen Applebaum states that the ability to pay people less on an hourly basis based on their hours of work is the last legal form of pay discrimination that we have in this country. It is legal to have a full-time labor force that's predominantly male and a part-time labor force that is predominantly female. I would add that the part-time labor force also includes a great number of African-American and Latinos as well as young people.

mini-essay -- jobs

FACTS about Connecticut Women

women and work

The Glass Ceiling in Connecticut

Nationally, in 1975 women held only 5 % of manager positions. In 1998 this figure jumped to 43%.¹ However as late as 1997, women still only held 3.8% (83 out of 2,184) of the highest level positions--chairman, vice-chairman, chief executive officer, president, chief operating officer, senior executive vice president and executive vice president (this is up from 3% in 1997).²

In 1996, 6.4% of corporate officers in these firms in the top 100 companies in Connecticut (by sales) were women. In 1998, the percentage reached 11% and in 1999, went back down to 9%. In 1999, there was an increase of 110 corporate officers in Connecticut at these firms netting only 4 women.⁴ In 1998, only 2 women held the title of chief executive officer.³

In 1999, of the Fortune 500 companies based in Connecticut, no woman holds the title of chief executive officer and only 8% or 44 women (of 552 corporate officer positions) held corporate officer titles. In 1996, 8.4% or 48 women held these titles (of 620 corporate officer positions).⁵

The number of women on corporate boards has increased slightly. In 1993, nationally 8.3% of the total board seats at Fortune 500 companies were held by women. In 1996, that number rose to 10.2% and in 1997, women held 10.6% of total board seats.⁶ The breakdown of women on boards by industry is as follows: soaps/cosmetics (20%)--airlines, computer software, food services, savings institutions (19%)--engineering, construction (6% each)--publishing/printing (17%)--securities (5.5%)--toys/sporting goods (17%)--mail/package/freight delivery (3%).⁶

As of March 31, 1998, 32 women (15%) of 216 total number of directors sit on the boards of Connecticut's Fortune 500 companies. Seven had one women, no firm had equal representation.⁷

FACTS about Connecticut Women

The Glass Ceiling in Connecticut continued

The “glass ceiling” also exists in public employment leading to the under-representation of women as heads of government agencies or on boards and commissions.

¹ U.S. Department of Labor.

² *Ibid.*

³ CT Department of Economic and Community Development.

⁴ *The Courant 100 by 1998 Sales* - The Hartford Courant 5/12/99. ⁴ *The Courant 100 by 1998 Sales* - The Hartford Courant 5/12/99. ⁴ *The Courant 100 by 1998 Sales* - The Hartford Courant 5/12/99.

⁵ CT Department of Economic and Community Development - *Fortune 500 Ranked Within States*.

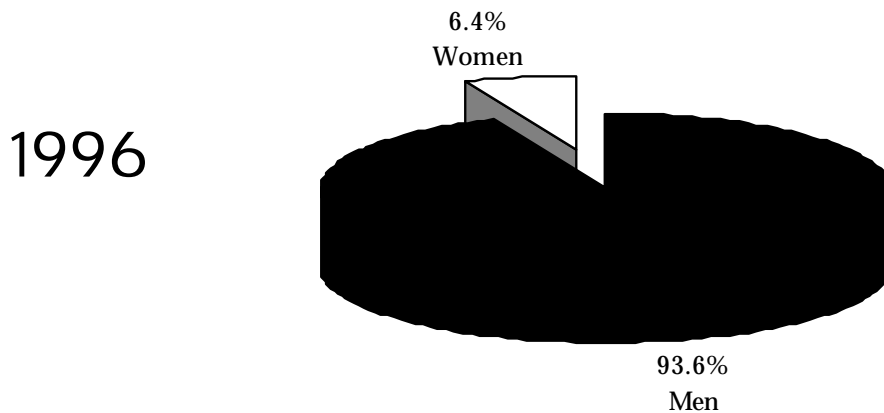
⁶ Catalyst Infobrief: *Women on Corporate Boards*.

⁷ Catalyst *Census of Women Board Directors of the Fortune 500* as of 3/31/98.

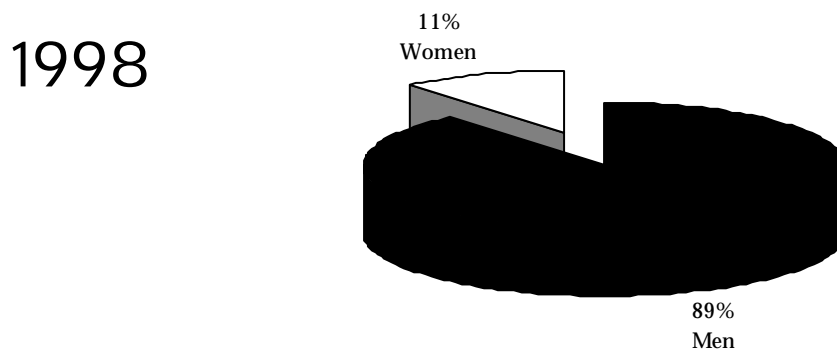
FACTS about Connecticut Women

women and work

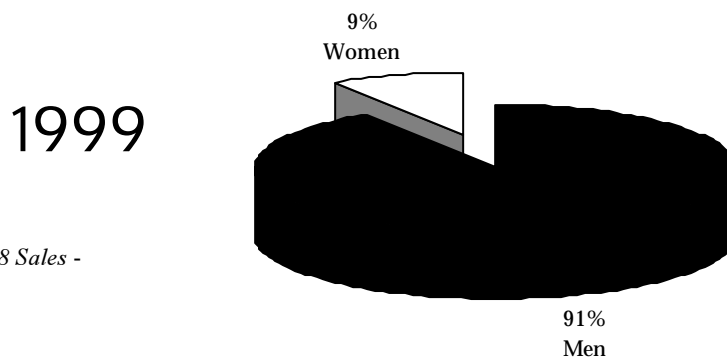
The Percentage of Female Officers at Connecticut's Top 100 Companies (by sales) 1996, 1998, 1999



Source: *The Courant 100 by 1995 Sales* - The Hartford Courant 1997.



Source: *The Courant 100 by 1997 Sales* - The Hartford Courant 1998.



Source: *The Courant 100 by 1998 Sales* - The Hartford Courant 1999.

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Women Commissioners of CT State Agencies 1975 and 1999

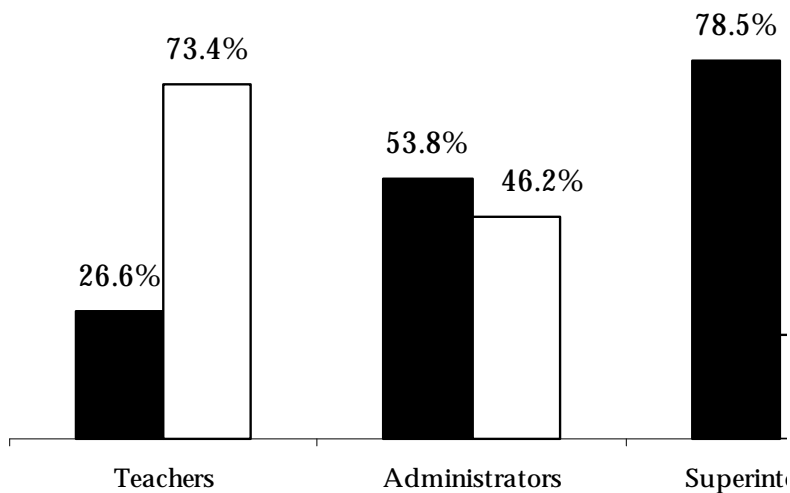
1975	
Mary M. Heslin	Consumer Protection
1999	
Shirley Ferris	Agriculture
Valerie F. Lewis	Higher Education (Acting)
Kristine D. Ragaglia	Children & Families
Barbara Waters	Administrative Services
Patricia A. Wilson-Coker	Social Services
Cynthia Watts-Elder	Human Rights and Opportunities

Source: CT State Register and Manual 1975 & 1999.

FACTS about Connecticut Women

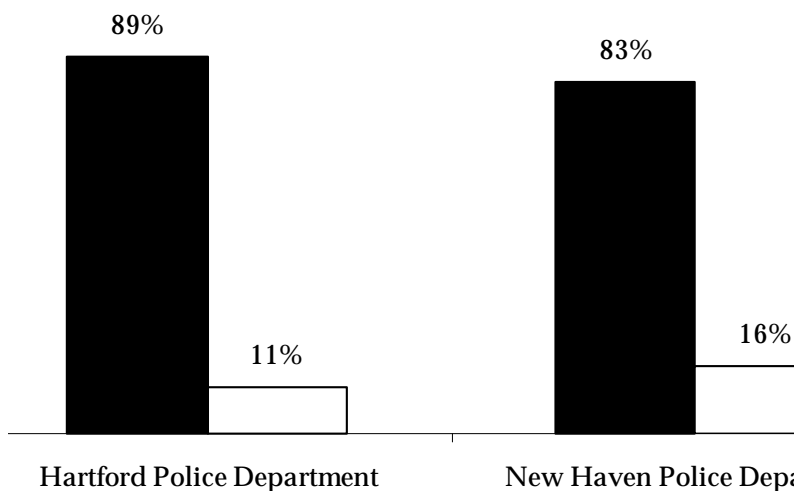
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Women In Education 1998-99 School Year



Source: Connecticut Department of Education 98-99

Percentage Of Police Officers in Hartford and New Haven by Gender 1999



Source: Hartford and New Haven Police Departments 1999

FACTS about Connecticut Women

Family & Medical Leave

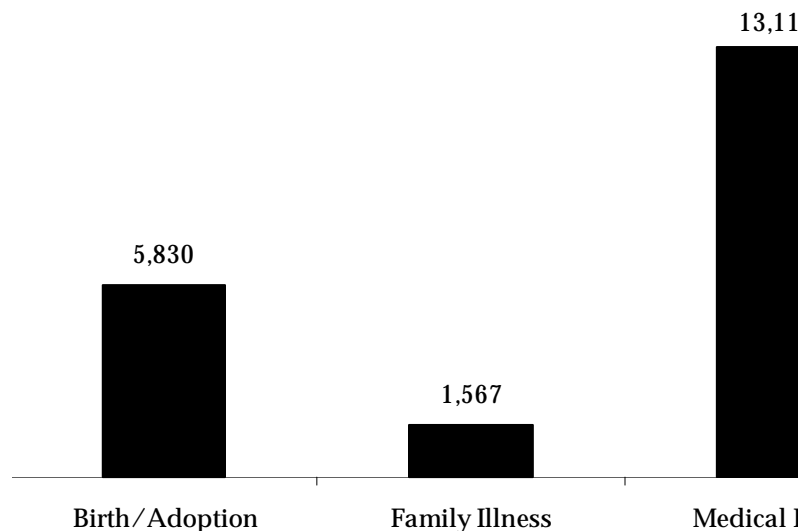
The Family & Medical leave Act in Connecticut became effective on July 1, 1990. Of reporting companies, 63.9% of companies reported that leaves were taken. Since its inception 133,418 unpaid leaves have been taken for birth/adoption and medical purposes. The number of leaves peaked in 1995 with 18,518 leaves reported. The lowest number of leaves was 8,791 in 1992.¹ These figures are for both women and men. The CT Department of Labor does not gather these statistics by gender.

In 1998, the average medical leave was 6.4 weeks, average family leave 4.3 weeks, and the average birth/adoption leave was 8.2 weeks.²

¹ Annual Family & Medical Leave Experience Report, Calendar Year 1998, CT Department of Labor.

² Ibid.

Purpose of Family and Medical Leaves in Connecticut 1998



Source: Annual Family & Medical Leave Experience Reports, CT Dept. of Labor, 1998 & 1999.

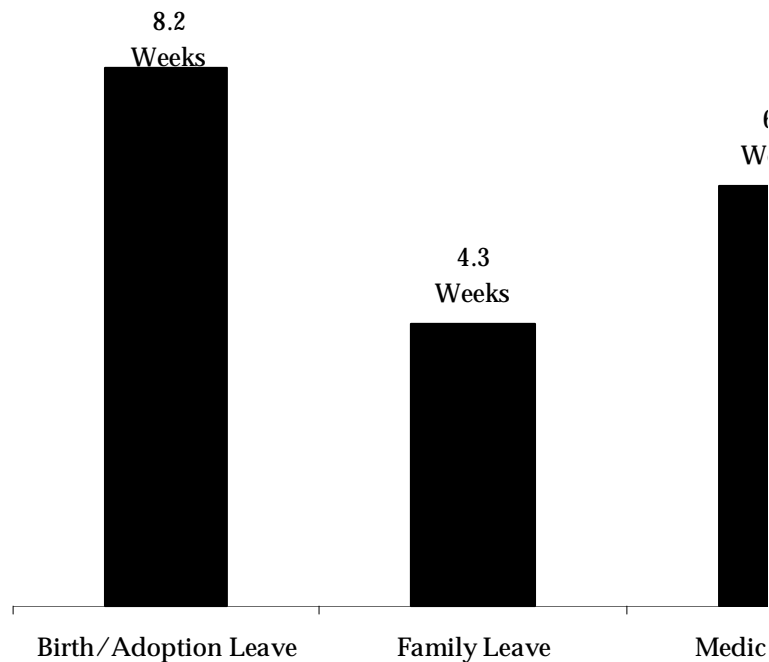
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Average Duration of Family and Medical Leaves in Connecticut 1998



Source: *Annual Family & Medical Leave Experience Report*, State of CT Department of Labor, 1998.

FACTS about Connecticut Women

Chapter Five

Violence Against Women

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violence against women

Family Violence Dual Arrest

Police in Connecticut are required to make an arrest when they respond to a domestic violence call and there is sufficient probable cause to make an arrest.¹ In order for an offense to be classified as family violence, there must be either injury or present danger with the likelihood that physical violence will occur, and the relationship between parties conforms to the definition of "family or household members."² This definition includes spouses, former spouses, parents and their children, persons 18 of age or older related by blood or marriage, persons 16 years of age or older who are presently residing together or who have resided together in the past, and person's who share a child in common regardless of their marital status or living arrangement.³

In 1998, there were 8,786 dual arrests.⁴

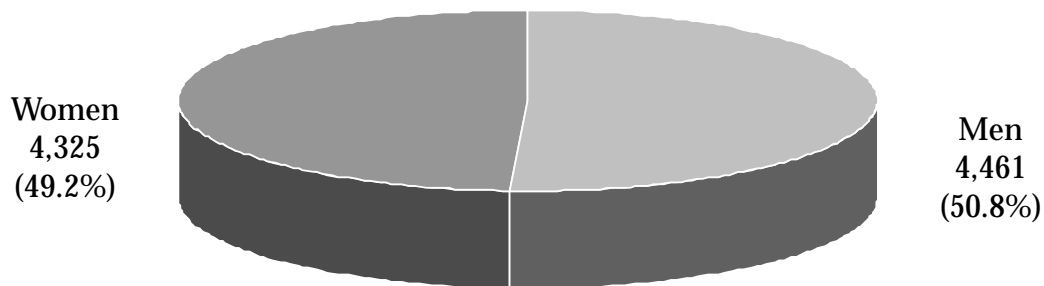
¹ Crime in Connecticut, Family Violence 1998, State of CT Dept. of Public Safety.

² *Ibid.*

³ Connecticut General Statutes 46b-38a(2).

⁴ Crime in Connecticut, Family Violence 1998, State of CT Dept. of Public Safety.

Dual Arrest in Family Violence Incidents 1998



Source: Crime in Connecticut, Family Violence 1998, State of CT Dept. of Public Safety.

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Domestic Violence Services

According to the Connecticut Coalition Against Domestic Violence (CCADV), in the fiscal year 7/1/98 to 6/30/99, 18 domestic violence shelters in the state provided services to 38,617 (down from 42,023 in 97/98) victims of domestic violence.¹ Statewide hotline services came in contact with 23,005 victims in crisis. Emergency shelters had 1,123 women and 1,393 children as residents. In addition, 15,142 adult victims and 1,048 child victims who did not need emergency shelter received support services such as individual counseling, support groups, community and legal advocacy, information and referral, and assistance with developing safety plans.²

Criminal court based services assisted 19,911 domestic violence victims with protective orders, counseling, court advocacy, information and referral to community services and assistance with developing safety plans.³

Community education services which include training for police officers and other professional groups, presentations to religious, civic and business organizations and domestic violence prevention programs to elementary through college-age students served 74,207 people statewide.⁴

¹ Domestic Violence Fact Sheet, *A Connecticut Perspective*, CT Coalition Against Domestic Violence 1/00.

² *Ibid.*

³ *Ibid.*

⁴ *Ibid.*

FACTS about Connecticut Women

violence against women

Sexual Assault

According to the CONNSACS, Connecticut Sexual Assault Crisis Services, one in four women report being the victims of rape or attempted rape during their years in college. Women aged 16-24 are three times more likely to be raped than other women and one study found that 60% of male college students "indicated some likelihood of raping or using force in certain circumstances".¹ 75% of men and 50% of women involved in sexual assaults had been drinking at the time of the assault.²

In 1999, CONNSACS, released a "Report Card" on sexual assault in Connecticut's college campuses. In the ten categories rated the eight campuses of two-year institutions that responded all were graded "F". (8 out of 17 2-year institutions). Connecticut's 4-year campuses fared slightly better with grades in the ten categories ranging from B+ to F. (2-B+, 1-B, 1-C+, 1-D+, 1-D-, 4-F).

The nine categories were:

- Sexual assault education as part of first year orientation
- Educate judicial board that adjudicates sexual assault cases in these issues
- Educate residential life staff on sexual assault
- Educate athletes on sexual assault
- Sexual assault training for campus security
- Sexual assault coordination on campus
- Sexual assault programming in residence halls
- Sexual assault response teams made up of representatives from each department on campus
- Written protocol for responding to sexual assault, published in the student handbook
- Referrals made to local sexual assault crisis services

(100% = A, 80% = B, 70% = C, 60% = D, less than 60% = F)

¹ *The Campus Report Card, Assessing the response to sexual assault on Connecticut campuses*, CONNSACS 1999.

FACTS about Connecticut Women

Violence

Violent crimes in Connecticut increased sharply during the 1970s and again in the late 1980s, but have declined in the 1990s. In 1997, the overall rate of 390.9 violent crimes per 100,00 population was the lowest in Connecticut since 1985. The violent crime rate varied significantly by county. New Haven, with a rate of 485.3 violent crimes per 100,000, and Fairfield, 451.2, were the only counties with violent crime rates above the state average. In contrast, Litchfield 81.9, Tolland 172.9, and Middlesex 173.4 counties each had violent crime rates that were less than half the state rate.¹

Hate crimes decreased by 15% from 143 in 1996 to 121 hate crimes reported in 1997. The vast majority of hate crimes, 68%, were motivated by racial bias, with 40% of hate crimes in the state classified as anti-black, while an additional 17% were motivated by religious bias. Sexual orientation represented 4.1% of hate crimes.²

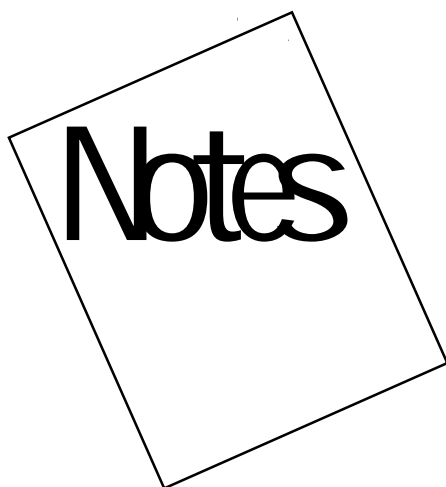
In the violent crime category, murder decreased 21.5% and forcible rape decreased 2%. Contrary to the overall decrease in crime, family violence arrests increased 6.3% over 1996.³

1. *The Social State of Connecticut '99*, Fordham Institute for Innovation in Social Policy, 1999.

2. *Ibid.*

3. *1997 Connecticut UCR Data: Index Crime at 20 Year Low*, State of CT Department of Public Safety, June 1998.

FACTS about Connecticut Women



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Chapter Six

Women and Health

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FACTS about Connecticut Women

Causes of Death

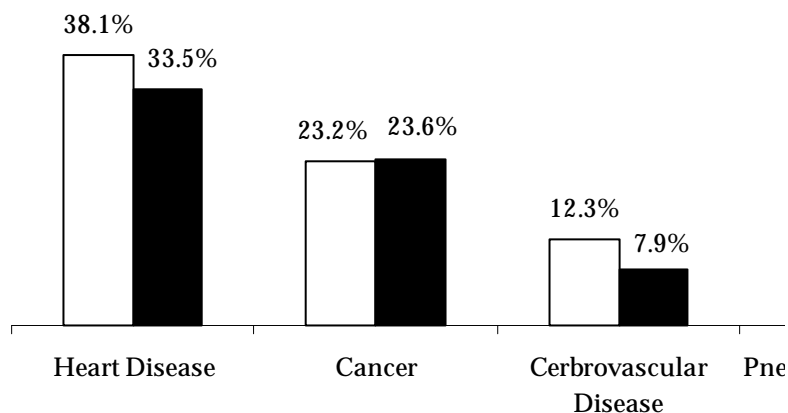
The 1997 median age at death was 78 years for both men and women combined, 75 years for men, and 81 years for women. There was marked variation in median age at death by race and ethnicity. In 1997, the median age at death for blacks jumped 3 years to 66 years, and the median for Hispanics increased by 0.5 years to 59 years, following a substantial 2-year increase of 5.5 years. The median age at death for whites remained 79 years.¹

The leading cause of death for both men and women is heart disease, 33.5% for women and 32.7% for men; followed by cancer, 23.6% for women and 24.7% for men; and cerebrovascular disease, 7.9% for women and 5.0% for men. The three leading causes of death for men and women between 1975 and 1999 has remained unchanged.²

¹ *One Hundred Fiftieth Registration Report*, State of CT Department of Public Health, 1999.

² *Ibid.*

Leading Causes of Death Among Connecticut Women 1975 and 1997



Source: *One Hundred Fiftieth Registration Report*, State of CT Department of Public Health, 1999.

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Smoking

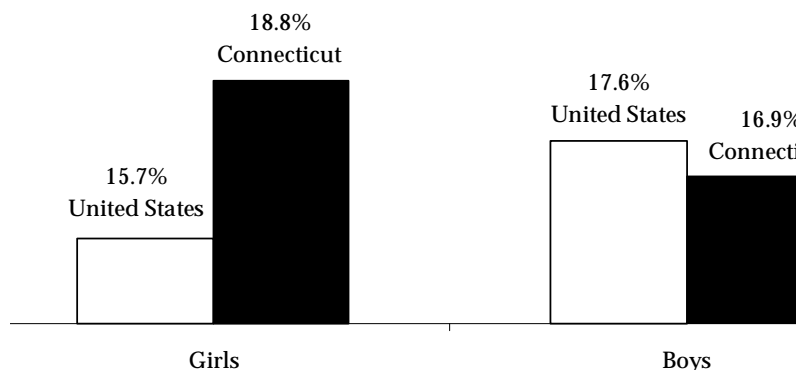
A study conducted in conjunction with the American Cancer Society found that 9% of children had experimented with cigarettes and 6% were thinking about smoking. Thinking about smoking was associated with perceptions of being overweight, unhappiness about appearance, and a tendency to change eating habits among peers. Among children who had experimented with cigarettes, researchers found boys who exercised daily to control their weight also smoked and girls who were dieting daily or purging at least once a month had experimented with cigarettes.¹

In Connecticut, a larger percentage of students in grades 9 – 12, 17.8%, reported tobacco use than nationally, 16.6%. Among girls in Connecticut high schools, 18.8% reported tobacco use compared to 15.7% nationally, and 16.9% among high school boys and 17.6% nationally.²

¹ Study Suggests Kids May Consider Smoking to Control Weight, News Today, November 7, 1999.

² Tobacco Use Among Adults and High School Students, American Cancer Society, 1997.

Percentage of Current Cigarette Smokers in High School by Gender 1997 Connecticut and United States



Source: Tobacco Use Among Adults and High School Students, American Cancer Society, 1997.

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women and health

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women and health

Cancer

Cancer deaths in 1997 continue to rise, resulting in 23.6% of all deaths among women and 24.7% among men. The three leading causes of cancer deaths for women are lung 5.6%, breast, 3.8%, and colorectal 2.5%; and for men, 7.2% lung, 2.9% prostate, and 2.5% colorectal.¹

In 1975 cancer accounted for 13.3% of all deaths among women in Connecticut, increasing 10.3% to 23.6% by 1997. In 1997, 2045 Connecticut women died from cancer compared to 1,614 women in 1975. In 1997, 591 women died of breast cancer, which is nearly the same number of women who died from the disease in 1975 (590).²

¹ 1975 and 1997 CT Department of Public Health Register Report.

² *Ibid.*

FACTS about Connecticut Women

Women's Cancer Deaths In Connecticut by Age Group -- 1975 and 1997

1975

Age	Breast	Colorectal	Lung	Ovarian	Cervical
25-34	3	3	2	3	4
35-44	41	7	14	3	5
45-54	92	22	72	22	9
55-64	83	40	149	27	5
65-74	138	85	257	49	4
75-84	136	121	276	47	3
85+	98	106	88	27	4

1997

Age	Breast	Colorectal	Lung	Ovarian	Pancreas
25-34	5	3	1	3	0
35-44	34	7	15	11	5
45-54	106	32	48	32	18
55-64	154	66	92	43	37
65-74	149	97	84	54	68
75-84	106	85	48	33	43
85+	36	38	12	9	12

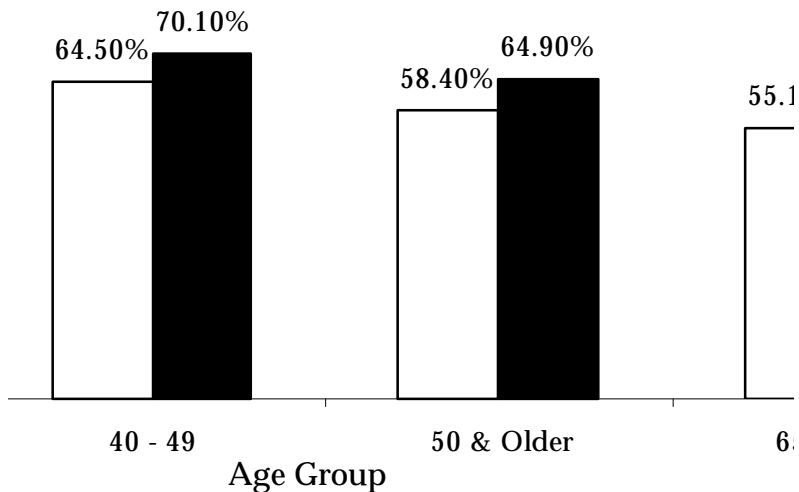
Source: CT Department of Public Health, Registration Report 1975 & 1997.

women and health

FACTS about Connecticut Women

women and health

Percentage of Women by Age Who Had a Mammogram Within Two Years Connecticut and United States



Colon and Rectum Cancer Screening Among Men and Women In Connecticut and the United States 1997

Ever Had Proctoscopic Exam

Total	Women	Men
41.0%	37.9%	45.6%
45.0%	42.6%	48.0%

Had Fecal Blood Occult Within Past 2 Years

	Total	Women	Men
United States	26.1%	28.9%	24.6%
Connecticut	31.1%	32.4%	29.4%

Source: American Cancer Society, Colon And Rectum Screening Adults By States, 1997

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FACTS about Connecticut Women

HIV/AIDS

Rates for women with AIDS in Connecticut are nearly double the national average.¹ In 1998, 672 AIDS cases were reported to the Connecticut Department of Public Health. This represents the lowest number reported in a single year since

1991. The number of deaths in persons previously reported with AIDS continued to decrease in 1998 with 99 reported for the first six months of 1998. There are estimated to be 5,443 persons living with AIDS in Connecticut at the end of 1998 for a prevalence of 166 per 100,000 population.²

AIDS cases in Connecticut among men and women vary across counties. Hartford county comprises 34.7% of all AIDS cases, New Haven county 26.9%, Fairfield county 26.6% representing the majority of AIDS cases in the state. Considerably fewer AIDS cases were reported in New London county 4.9%, Middlesex county 2.5%, Windham county 1.8%, Tolland county 1.3%, and Litchfield county with 1.2% of reported AIDS cases.³

Women in Connecticut comprise 27.9% of persons with AIDS. African-American women in the state have the highest incidence rate of 439 per 100,000 population, followed by Hispanics 330, American-Indian/Alaskan Native 65, Caucasians 28 and lowest among Asian/Pacific Islanders 8.6 per 100,000 population.⁴

The rates of AIDS cases are centered in Connecticut's urban areas. Hartford has the highest incidence with 2,218 total cases, New Haven 1,877, and Bridgeport 1,024; combined, accounting for 49.4% of total reported AIDS cases in the state.⁵

In Connecticut, the cumulative total number of reported AIDS cases by race/ethnicity is highest among African-Americans accounting for 40% of the total case count, followed by whites 37%, Hispanics 23%. Incidence rates are lowest between American Indians/Alaskan Native .3% and Asian/Pacific Islanders .2%.⁶

¹ *Women's Health in Connecticut Data Indicators 1998*, Anthem.

² *HIV/AIDS Surveillance Semi-annual Update*, State of CT Department of Public Health, December 1998.

³ *Ibid.*

⁴ *Ibid.*

⁵ *Ibid.*

⁶ *HIV/AIDS in Connecticut*, AIDS Action Council, 1999.

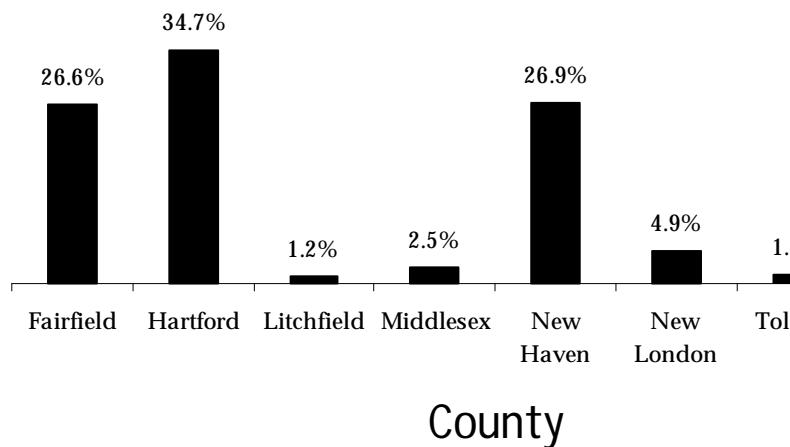
FACTS about Connecticut Women

women and health

Connecticut AIDS Cases (men and women) through 1998



AIDS cases (men and women) by County 1998



Source: *HIV/AIDS Surveillance Semi-annual Update*, State of CT Department of Public Health, December 1998.

FACTS about Connecticut Women

Health Insurance

According to the U.S. Census Bureau, about one-half, 47.5% of poor full-time workers did not have health insurance in 1998. The Medicaid program insured 14.0 million poor people, but about one-third of all poor people, 11.2 million, had no health insurance. The proportion of people without health insurance ranged from 8.3% among those in households with annual incomes of \$75,000 or more, to 25.3% among those households with less than \$25,000 in income. A higher proportion of the foreign-born population, 34.1%, was without health insurance than of the native population, 14.4%. The proportion without health insurance was higher for Hispanics, 35.3%, than for non-Hispanic Whites, 11.9%.¹

In Connecticut, the percentage of the state's population without health insurance increased in 1997 to 13.8%, up from 12.5 percent the previous year. As a share of personal income, expenditures for personal health care increased steadily between 1970 and 1993. They rose from 7.3% in 1970 to a high of 13.2% in 1993, an 81% increase. In 1997, health costs declined to 12.3% of personal income, representing the best performance since 1990.²

Women in Connecticut are significantly more likely than women in the nation as a whole to have health insurance. In Connecticut, 8.6% of women, compared with 13.8% Nationally, are not insured. Among all the states, Connecticut ranks fifth in the proportion of women insured. On average, women and men in Connecticut rely on employer-based health insurance more than women and men in the United States as a whole, 76.4% and 66% for women; and 65.4% and 66.2% for men.³

¹ *Increase of 1 Million Uninsured People, Census Bureau Says*, U.S. Department of Commerce News, October 4, 1999.

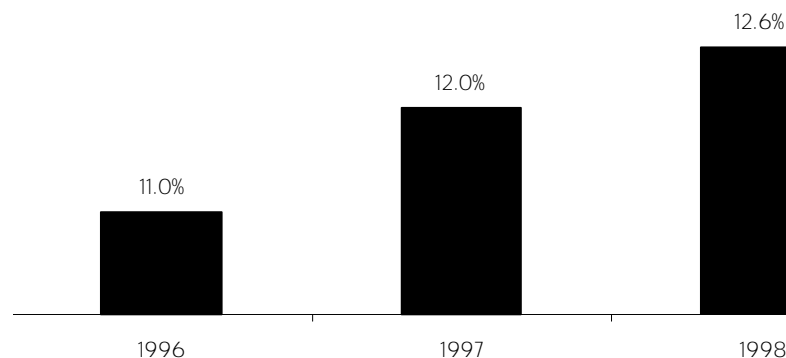
² *The Social State of Connecticut '99*, Fordham Institute for Innovation in Social Policy, 1999.

³ *The Status of Women in Connecticut*, Institute for Women's Policy Research, 1998.

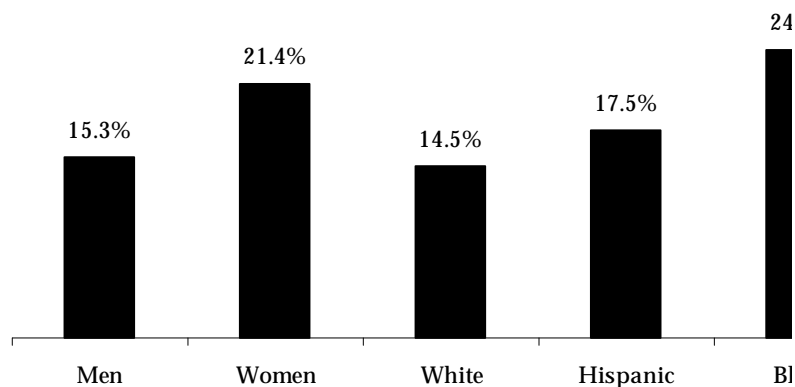
FACTS about Connecticut Women

women and health

Percentage of Connecticut Residents (men and women) without Health Insurance 1996, 1997, 1998



Percentage of Persons (men and women) Unable to Obtain Health Care in Connecticut

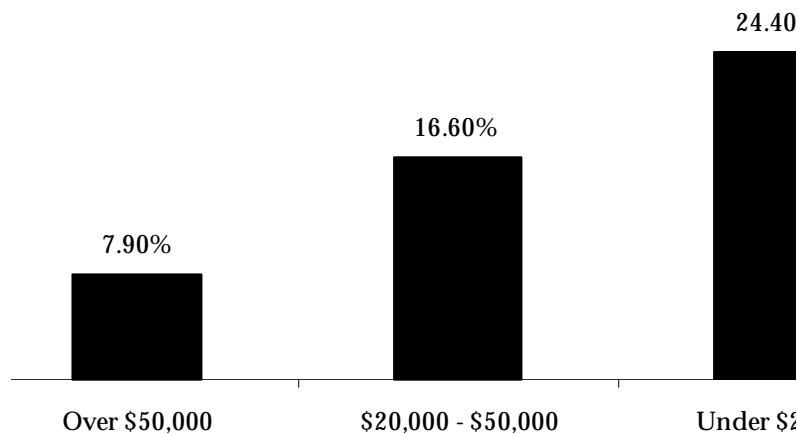


Source: *Increase of 1 Million Uninsured People, Census Bureau Says*, U.S. Department of Commerce News, October 4, 1999.

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FACTS about Connecticut Women

Percentage of Connecticut Residents (men and women) unable to Obtain Health Care by Income



Source: *Increase of 1 Million Uninsured People, Census Bureau Says*, U.S. Department of Commerce News, October 4, 1999.

women and health

FACTS about Connecticut Women

mini-essay -- health research

Research on the Health of Women

a mini-essay by
Carolyn M. Mazure, Ph.D.

Professor of Psychiatry, Yale University School of Medicine

There is a great and immediate need to develop new knowledge *through scientific research* that can inform clinical care and health-related behaviors for women. The health of all individuals depends upon the development of new scientific knowledge that can be translated into clinical and personal practice. Yet, such knowledge referable specifically to women has been in short supply because, historically, many research studies did not include women as subjects or, when women were included, did not examine sex differences in outcome. The situation became so critical that in 1993, a federal law was passed requiring that research funded by the National Institutes of Health, the largest source of public funds for health research in the country, must begin to include women as study participants. That same year, the Food and Drug Administration suggested that analysis by gender be incorporated into new drug applications. In other words, it was only six short years ago that a focus on the health of women began to be incorporated into the mainstream of scientific research.

In order to ensure the continued development of studies that consider the health of women, it is important to know why women were not included as subjects in health research. There are three major reasons. First, women were excluded due to concerns about exposure to experimental risk during child-bearing years. Yet, excluding all women from studies that are required to prove the safety and efficacy of new treatments and from studies to develop preventive interventions has left major areas of women's health unexplored, and has left us without sex-specific treatments and preventions. Second, women were not included due to misperceptions that certain conditions did not affect women to the extent they do men. A classic example is heart disease, now known to be the greatest killer of women. Third, women were excluded due to the complexities that female subjects can bring to research as a function of

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FACTS about Connecticut Women

Health Research for Women a mini-essay by Carolyn M. Mazure, Ph.D. continued

hormonal changes related to the reproductive cycle. Oddly enough, despite the under-representation of women due to the biological factors that set women apart from men, the assumption frequently has been made that the interventions developed for men would also work for women.

This brief history highlights the need for a coordinated research effort to fill the gaps in knowledge related to the health and health care of women, and to examine possible sex differences in health and disease. The latter is also supported by evidence that certain conditions may appear differently in women and men and require different treatments, as well as by data indicating that sex-specific preventive measures may be necessary to keep us healthy. In response to these needs, women's health interests must continue to be incorporated into our institutions and legislative structures, and new initiatives in research must be undertaken and supported.

Age-adjusted indicators of health status and medical care utilization show that women are hospitalized at higher rates than men (excluding deliveries), use more prescription and over-the-counter medications, and feel less healthful. Such indicators do not simply reflect the capacity of women to report distress or seek help. Rather, women tend to have higher rates of a variety of disorders, including breast cancer, migraine, osteoporosis, depression, and autoimmune disorders such as thyroid disease and lupus, as well as a variety of unique disorders, such as cervical and ovarian cancers, and endometriosis. Throughout the life span, females also are subject to higher rates of disorder-producing conditions such as childhood sexual abuse and domestic violence. Importantly, 75% of the U.S. poverty population are women and children; and we know that poverty is a major pathway to increased risk for disease. Although women continue, in general, to live longer than men, longevity is associated with a greater lifetime risk of functional disability and chronic illness (including cancer, cardiovascular disease, and dementia), and a greater need for long term care. On average, women care for their spouses for five years at the end of their husbands lives and

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mini-essay -- health research

FACTS about Connecticut Women

mini-essay -- health research

Health Research for Women a mini-essay by Carolyn M. Mazure, Ph.D. continued

then go on to live an average of eight years without the same type of intensive personal care.

By studying women's health, we have before us a tremendous opportunity to broaden the scope of knowledge on human health. The medical and behavioral sciences will provide new designs and methods to embrace the variation once seen as complicating research protocols. Interdisciplinary collaborations in basic science and clinical research will form and initiate innovative directions for improving health outcomes. In making the health of women part of the mainstream of this state's research agenda, new scientific findings will emerge that will benefit both women and men, and will enhance the potential for enriching the lives of generations to come.

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FACTS about Connecticut Women

Chapter Seven

Women- Owned Businesses

chapter six

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FACTS about Connecticut Women

women-owned businesses

Women-Owned Businesses in CT

In 1999 there were 116,000 women-owned businesses in Connecticut, accounting for 36% of all firms in Connecticut. Out of the 50 states, Connecticut ranked 25th for the number of women-owned businesses in each state.¹

During the period 1987 to 1999, Connecticut women-owned businesses experienced tremendous growth. There was an increase of 74.9% overall. The industry that experienced the largest growth was construction, increasing by 63%. The wholesale trade industry increased by 55% and transportation and communications 53%. Average growth (17%) was experienced among firms in finance/insurance/real estate.²

In Connecticut, as in the nation as a whole, most women-owned firms are in services and retail trade. Over half (53%) of the women-owned firms in Connecticut are in services and 18% are in retail trade.³

In the Hartford metropolitan area, there are currently 35,900 women-owned firms, which represents 36% of all firms in Hartford. Hartford ranks 47th out of the top 50 metropolitan areas.⁴

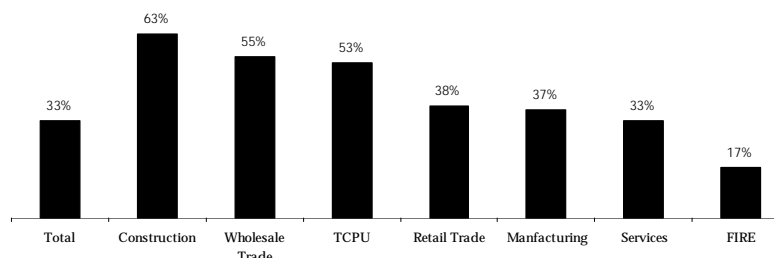
¹ The National Foundation for Women Business Owners, *Women-Owned Businesses in Connecticut: 1999 A Fact Sheet*.

² *Ibid.*

³ *Ibid.*

⁴ The National Foundation for Women Business Owners, *1999 Facts on Women-Owned Businesses: Trends in Hartford, CT*.

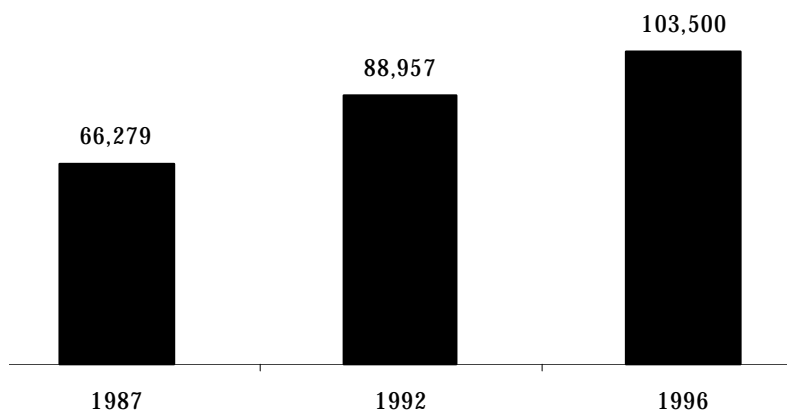
Percent Growth In Women-Owned Firms In
Connecticut 1992 - 1999



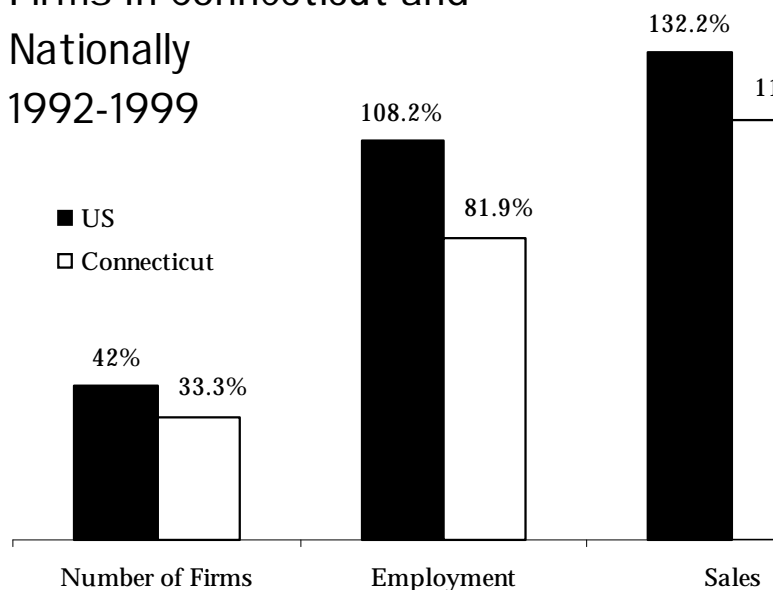
Source: The National Foundation for Women Business Owners, *Women Owned Businesses in Connecticut: 1999 A Fact Sheet*.

FACTS about Connecticut Women

Number of Women-Owned Firms
In Connecticut 1987-1999



Percent Growth Of Women-Owned
Firms In Connecticut and
Nationally
1992-1999



Source: The National Foundation for Women Business Owners,
Women-Owned Businesses in Connecticut: 1999 A Fact Sheet.

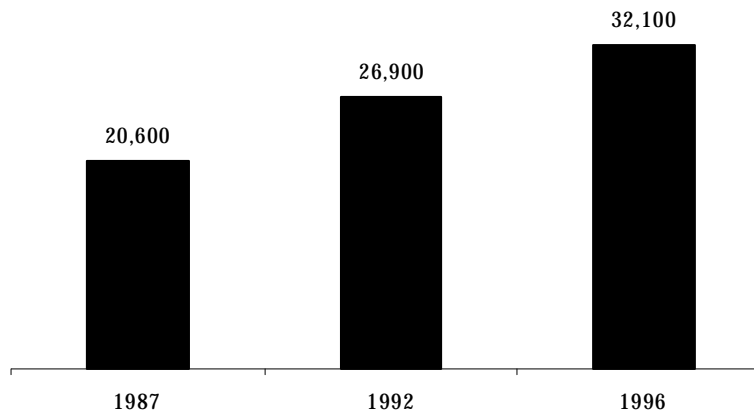
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women-owned businesses

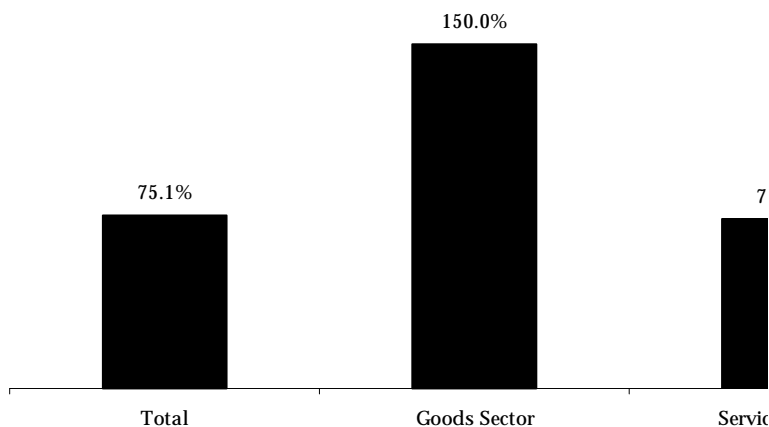
FACTS about Connecticut Women

women-owned businesses

Growth Of Women-Owned Firms In
Hartford, CT 1987 -1999



Percent Change In Hartford Women-Owned Firms
By Sector 1987 - 1999



Source: The National Foundation for Women Business Owners, *Women Owned Businesses in Connecticut: 1999 A Fact Sheet*.

FACTS about Connecticut Women

Chapter Eight

Political Participation

chapter seven

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FACTS about Connecticut Women

political participation

The CT State Government

Since Ella Grasso was the first woman elected governor in her own right, every statewide office in Connecticut has been held by at least one female.¹ Currently, women hold a majority of state-wide constitutional offices, 4 out of 6. The offices held by women are: Lt. Governor, Secretary of the State, Comptroller and Treasurer.²

Women make up 30% of the 2000 Connecticut State Legislature. They are 25% of the State Senate and 31% of the House of Representatives. In the Senate women are 9 of the 36 members, and 47 out of the 151 in the House of Representatives.³

Speaker of the House of Representatives, Moira K. Lyons of Stamford is the first woman elected to that position. Only nine other states currently have an elected female Speaker of the House. The first woman Speaker elected was in 1933 in North Dakota.⁴

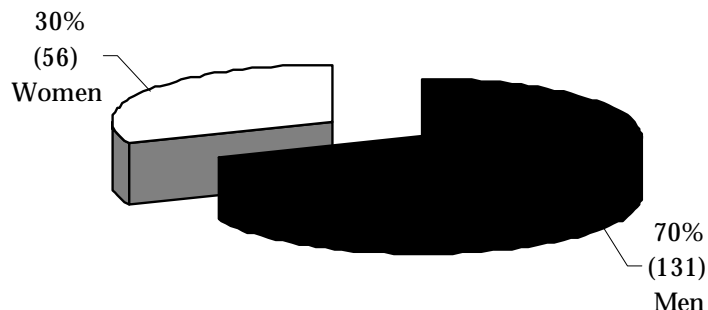
¹ 50/50 by 2020, George Dean, Westport CT.

² PCSW

³ *Ibid*

⁴ Center for American Women and Politics.

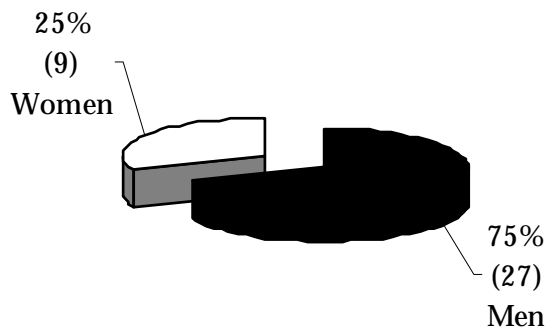
Gender Composition of the 2000 CT General Assembly



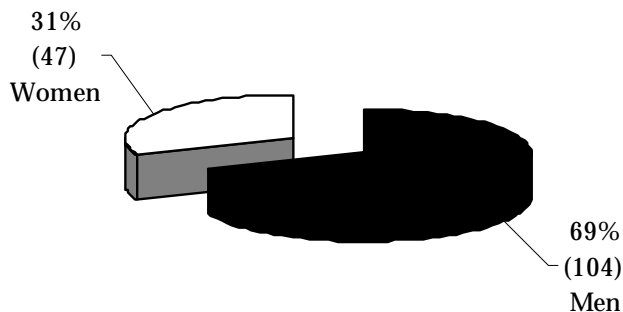
Source: CT General Assembly, calculated by PCSW.

FACTS about Connecticut Women

Gender Composition of the 2000
CT State Senate



Gender Composition of the 2000
CT House of Representatives

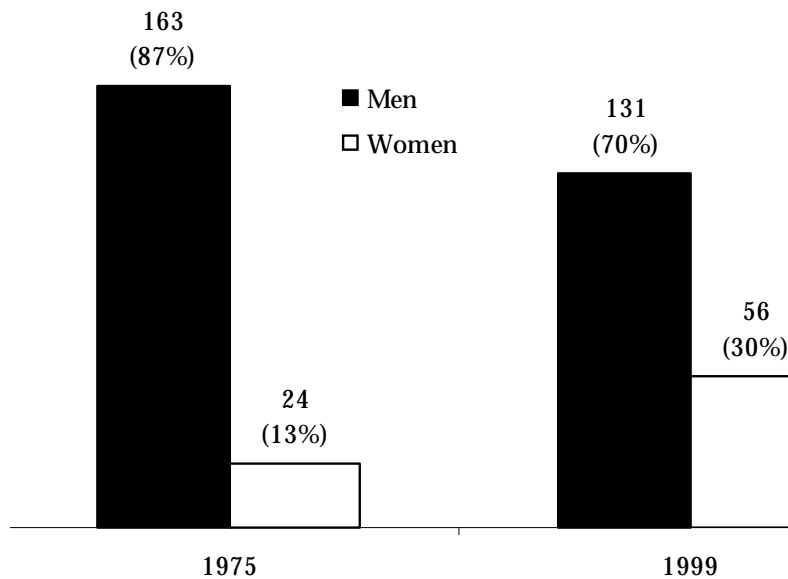


Source: CT General Assembly, calculated by
PCSW

FACTS about Connecticut Women

political participation

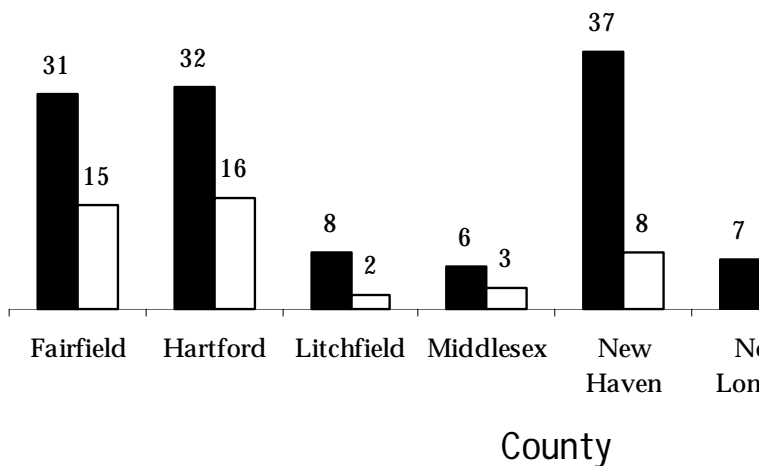
Connecticut General Assembly
By Gender 1975 and 1999



Source: CT General Assembly, calculated by PCSW.

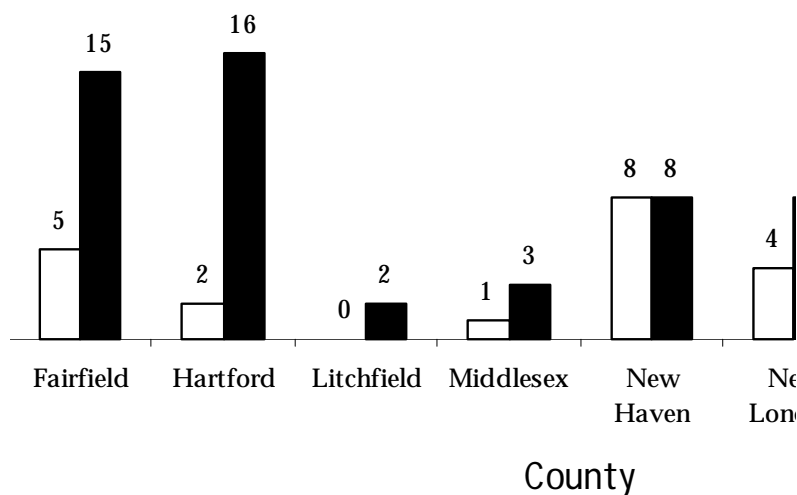
FACTS about Connecticut Women

Connecticut General Assembly
By Gender and County 1999



Women In Connecticut
General Assembly by County
1975 and 1999

Source: CT State Register, Secretary of the State
1975, calculated by PCSW.



Source: CT General Assembly, calculated by PCSW.

FACTS about Connecticut Women

mini essay -- government

Women in Government

a mini-essay by

By Diana Evans, Ph.D.

Professor of Political Science, Trinity College

During my adult life there has been a remarkable evolution, even a revolution, in the place of women in politics and government. Although the revolution is far from complete, the changes that it has brought provide an increasingly promising basis for full parity between women and men in government. The fact that progress has been exponential in some areas is the greatest cause for celebration; even if the rate of change slows, the gains that women have already made provide the foundation for further gains. In politics, as elsewhere, success breeds success.

A few changes stand out: from the ratification of the 19th Amendment until 1980, women voted at lower rates than men, although their turnout rose steadily. Today, women have not only achieved parity, they vote at slightly higher rates than men in presidential elections. Women also run for and win office at all levels of government in higher numbers than ever before. As they have had more and more electoral success, surveys show that voter prejudice against women candidates has declined dramatically.

In my view, the change that stands out as critically important both symbolically and substantively is the number, and more importantly, the percentage of women in state legislatures. Over the 30 years between 1969 and 1999 the percentage of state legislators nationwide who are women has risen from 4% to 22.4%, a growth rate of more than 500%. Why is that important?

First, state legislatures deal with policy issues that affect virtually all aspects of our lives such as education, health, transportation, the economy, discrimination, poverty, children and families. It is important in a democracy that no

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FACTS about Connecticut Women

The Wage Gap a mini-essay by Diana Evans, Ph.D. continued

group be excluded from key policy-making arenas, even in a *de facto* manner, on the basis of such factors as gender, race, or religion. An institution that is closed to certain kinds of people is easily perceived as being indifferent to their interests, which undermines the legitimacy of the public policy that it produces.

Second, women in legislatures make a significant difference in public policy. As women have occupied a larger proportion of legislative seats, they have increasingly pursued distinctive policy agendas on issues concerning women, children, and families. Professor Sue Thomas, in her excellent book, *How Women Legislate*, shows that in the 1970s, when women made up small proportions of state legislative bodies, they pursued essentially the same policy priorities as men despite having different political attitudes. They did this partly from fear of being defined by their male colleagues as “lightweights” and therefore being further marginalized. Today, however, as women become both more numerous in and more fully integrated into the legislatures in which they serve, they have acquired the legitimacy needed to effectively pursue distinctive policy agendas, stressing issues concerning women, children, and families. Women have brought into the policy mainstream such issues as child care, domestic violence, comparable worth, and teenage pregnancy, and have influenced male legislators to pursue such issues as well. Thus, women in legislatures make a real difference in people’s lives, bringing vastly increased attention and needed legislation to a wide range of issues concerning women, children, and families.

Women in state legislatures are important for a third reason: state legislatures are major launching pads for candidacies for statewide office and Congress. The more women there are in state legislatures, the more women there are who are positioned to move to higher office. State legislators have likely already acquired the political skills, the contacts with party operatives and campaign professionals, and the fund-raising experience that provide a base from which to run for higher office. They have also had the opportunity to gain public recognition for their legislative accomplishments. That visibility is important for gaining support in the larger constituency that they will need to credibly compete for a

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mini-essay--government

FACTS about Connecticut Women

mini-essay--government

The Wage Gap a mini-essay by Diana Evans, Ph.D. continued

seat in Congress or other higher offices. It is no accident that as the number of women in state government has increased the number of women in Congress has grown as well, although at a much lower rate. Currently, only 12% of the members of Congress are women, compared with 22.4% of all state legislative seats. Thus, there is much progress to be made at the national level; however, gains at the state level make that progress more likely.

Connecticut is one of the nation's leaders in the trend of more women in legislatures. Currently, eight states have legislatures with a higher percentage of women. Washington, at 40.8%, has the highest percentage; Connecticut has 29.4%. The bad news is that in no state have women achieved parity; moreover, only the top five states can boast that more than one-third of their legislatures are composed of women. The good news is that in many states the tide is turning.

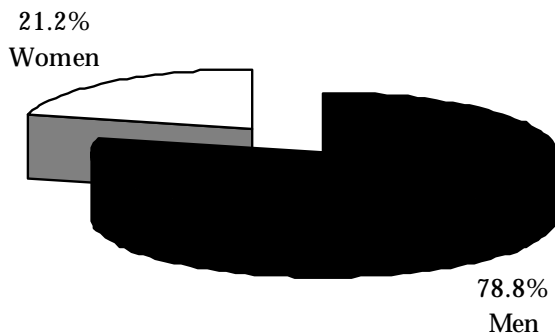
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FACTS about Connecticut Women

Women in Local Government

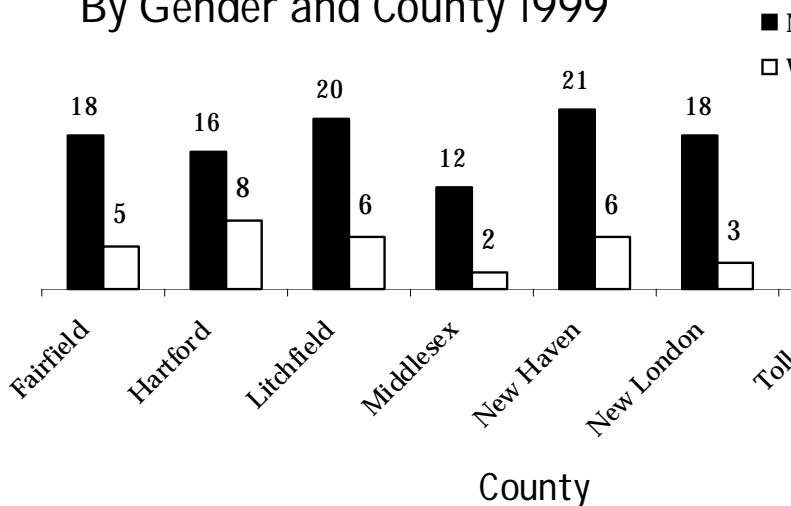
Charts on the following pages reflect the representation of women at the local government level.

Mayors/First Selectpersons in Connecticut 1999



Source: CT Office of the Secretary of the State Register and Manual 1999.

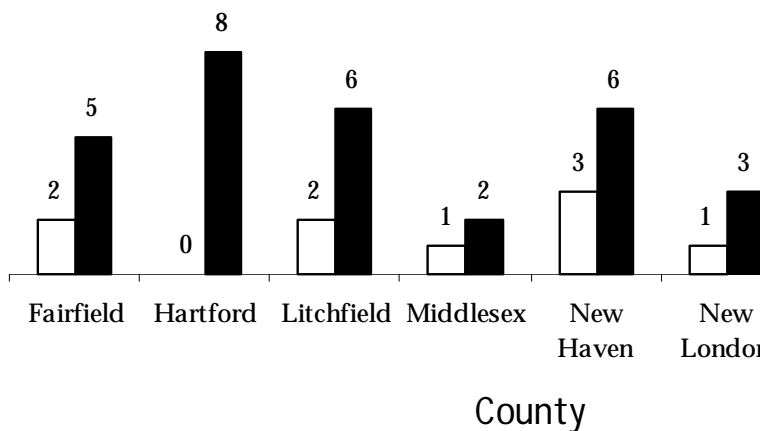
CT Mayors and First Selectpersons By Gender and County 1999



FACTS about Connecticut Women

political participation

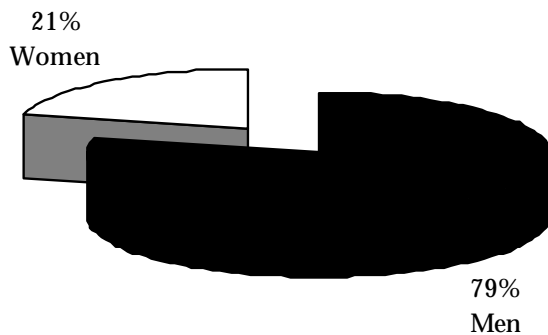
Women Mayors/First Selectpersons
In Connecticut by County 1975 and 1999



Source: CT Office of the Secretary of the State Register and Manual 1999.

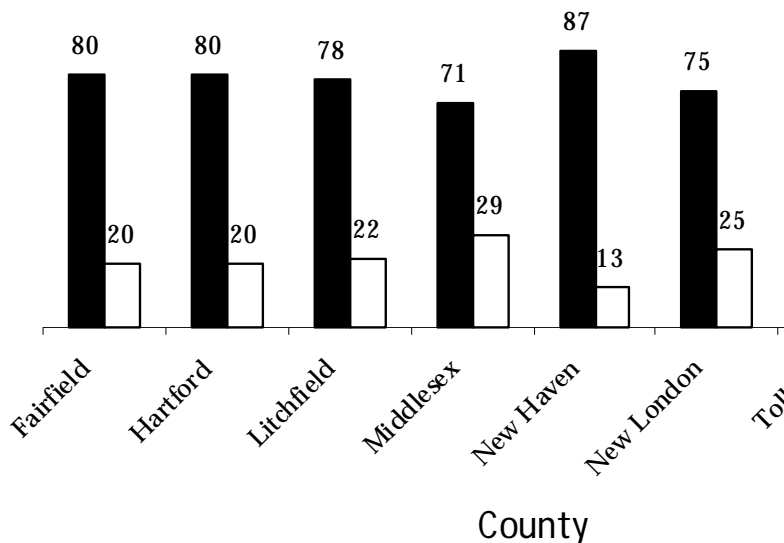
FACTS about Connecticut Women

Members of Boards of Finance In Connecticut 1999



Source: CT Office of the
Secretary of the State
Register and Manual 1999.

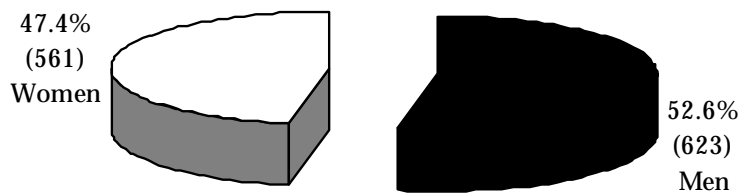
Members of Boards of Finance by County and Gender 1999



FACTS about Connecticut Women

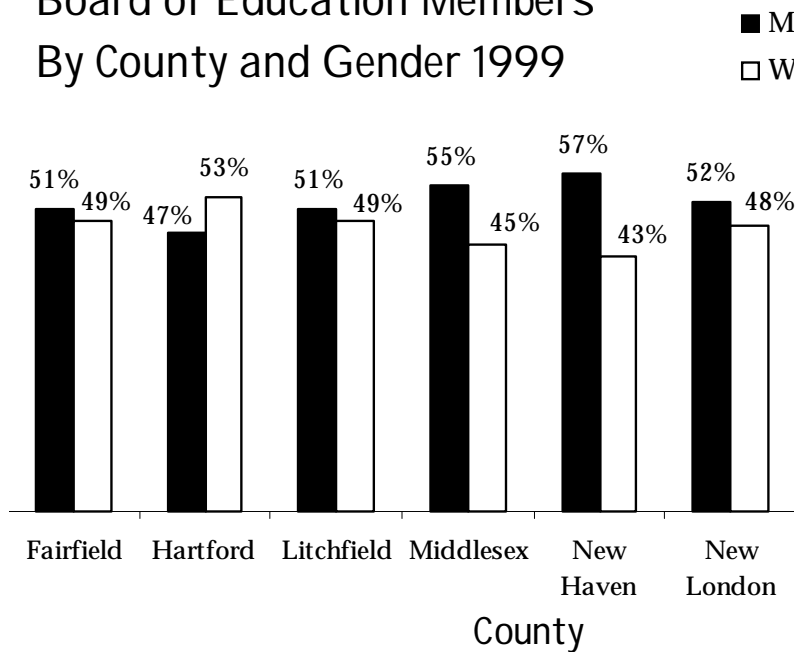
political participation

Board of Education Members In Connecticut by Gender 1999



Source: CT Office of the Secretary of the State Register and Manual 1999.

Board of Education Members By County and Gender 1999

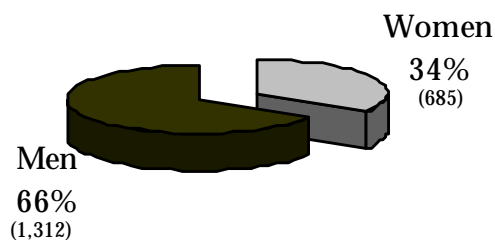


FACTS about Connecticut Women

Membership on State Boards and Commissions

Section 4-9b of the Connecticut General Statutes states that racial and gender diversity must be a consideration in the appointment of members who serve on the states boards, commissions, committees, and councils whose members are appointed by the Governor or leaders of the General Assembly. The law requires that appointing authorities make a good faith effort to ensure that, to the extent possible, membership of state boards and commissions reflect the gender and racial diversity of the state.

Membership of Connecticut State Boards and Commissions by Gender 1999



Members by Ethnicity and Gender

White Males	1,202
White Females	584
African American Males	62
African-American Females	69
Hispanic Males	28
Hispanic Females	26
Other Males	20
Other Females	6

Source: CT Office of the
Secretary of the State 2000

Note: these figures reflect the appointed membership of the state reporting boards, they do not include numbers for the ex-officio members (or their designees).

FACTS about Connecticut Women

Women in the Judicial System

The representation of women judges at all levels is sparse. Approximately 73% of judges are male, and 71% of the the total are Caucasian males (this second number only represents the Superior, Appellate and Supreme courts, as this information was not attainable for the probate courts). Among federal judges, currently 69% are male (this number does not include senior judges in the U.S. Distict Court).

Male/Female Judges in Connecticut			
	Total # filled positions	Total % Men	Total % Women
State Superior Courts	164	79% (129)	21% (35)
State Appellate Court	8	100% (8)	0
State Supreme Court	7	86% (6)	14% (1)
U.S. District Court	7 (active)	71% (5)	29% (2)
State Probate Courts	129	64% (83)	36% (46)
U.S. Bankruptcy	4	75% (3)	25% (1)
U.S. Magistrate Court	5	60% (3)	49% (2)
Total	324	73% (237)	27% (87)

Source: Connecticut Judicial Department 1999

FACTS about Connecticut Women

Chapter Seven

Women in Prison

chapter eight

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FACTS about Connecticut Women

women in prison

Women In Prison

The Janet S. York Correctional Institution located in Niantic is the only women's prison in Connecticut. It is classified as a level 5 facility (highest security level); however, it houses women of all offenses ranging from level 1 to 5 as well as women awaiting trial who could not afford bail.

In 1990, 595 women were incarcerated in Connecticut. At the beginning of the new millennium 1,236 women are serving time behind bars. This reflects a 52% increase in 10 years. The male population increased 42% in the same period of time.

Female inmates come from all towns in Connecticut from Greenwich to Ivorytown to Ashford to Bloomfield. As of January 1, 2000, the largest percentage was from Bridgeport (12.1%), Hartford (17%), New Haven (16.4%), and Waterbury (7.9%).¹

As of January 1, 2000, of all the women incarcerated in Connecticut, the largest category of offense was Public Order (33.5%). This includes offenses such as civil disobedience, contempt of court, disorderly conduct, drug related offenses, public nuisance, traffic offenses, vagrancy and victimless crimes.² Substance Abuse was the next highest percentage (24.9%) with crimes against persons (22.9%) and property (17%) ranking next..³

Of the 1,236 female inmates, 66.2% have dependants. In the mid 1990's, this figure was as high as 80%. Of the current inmate population, 41.5% have one to two dependent children.⁴ Studies show that children of inmates are often psychologically traumatized and, as a result, five to six times more likely than their peers to be incarcerated.⁵

As many as 78% of women incarcerated in Connecticut have not finished high school. The percentage of female inmates who possess a high school degree is 35.6% and the percentage with some college education is 10.8%.⁶

FACTS about Connecticut Women

Women In Prison continued

Most of the women in prison as of January 1, 2000 were women of color (67.2%). The population, overall, is 43% African-American, 33% white and 24% Hispanic women.⁷

Over the past 10 years, women between the age categories of 31-35 years and 36-45 years have been the largest age groups in Connecticut prisons. On average, these two groups have made up almost half of female inmates (the highest being 53.6% in 1999 and the lowest being 38.7 in 1991).⁸

In 1999, 3,102 pre-trial female admissions to the Department of Correction were counted. Of these admissions, 288 remained in the accused status, 2,124 were eventually discharged, and 690 were sentenced. For those having disposition, it took an average of 23 days to be either sentenced or discharged. It took an average of 17 days to get released and 40 days to be sentenced.⁹

¹ CT Department of Corrections - *Research York Inmates Confined January 1, 2000, Towns of Residence.*

² *Ibid.* , *Offense Distribution of Accused and Sentenced Inmates.*

³ National Crime Justice Thesaurus, *Descriptors for Indexing Law Enforcement and Criminal Justice Information*, 1998 Edition.

⁴ *Ibid.* , *Number of Dependents (Self-Reported).*

⁵ Rierden, Andi, *For Women Offenders: More Sanctions and Fewer Prison Sentences.*

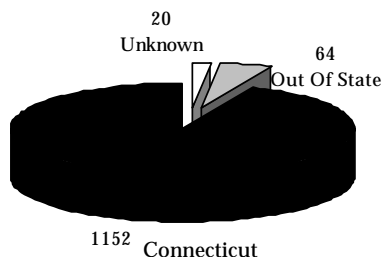
⁶ CT Department of Corrections - *Research York Inmates Confined January 1, 2000, Last Grade Completed (Self-Reported).*

⁷ *Ibid.* , *Race Distribution.*

⁸ *Ibid.* , *Age Distribution for Incarcerated Women.*

⁹ CT Department of Correction.

Residency of Women Incarcerated in Connecticut January 2000

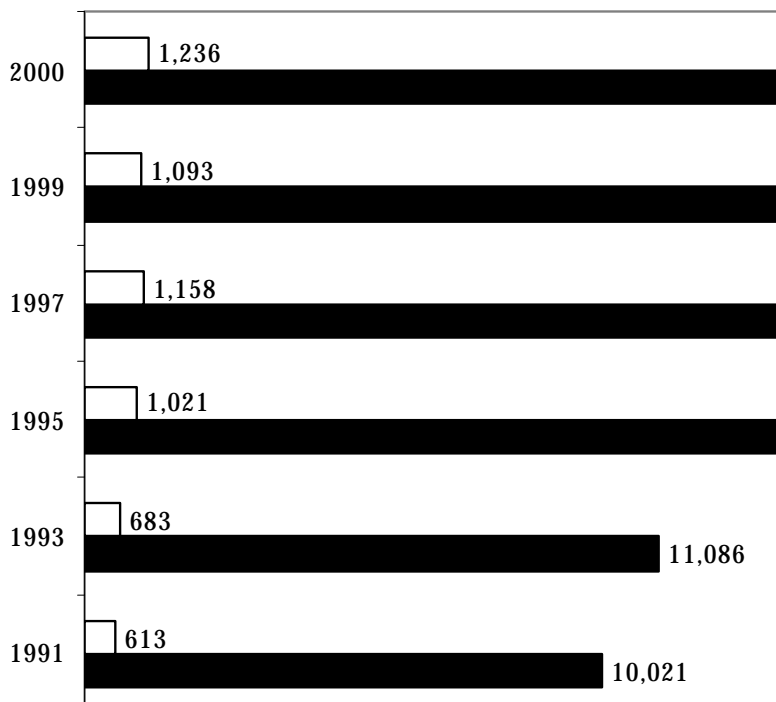


Source: CT Department of
Correction January 1, 2000.

FACTS about Connecticut Women

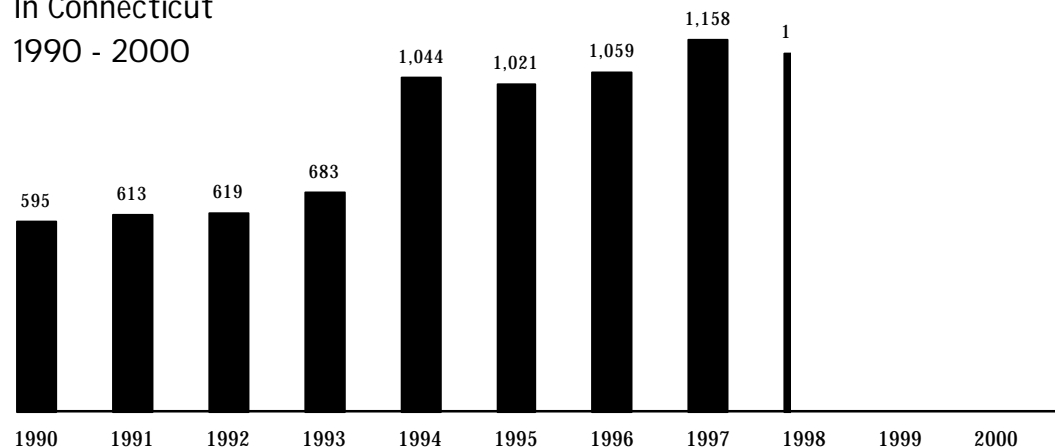
women in prison

Total Persons Incarcerated in Connecticut
1991, 1993, 1995, 1997, 1999, 2000



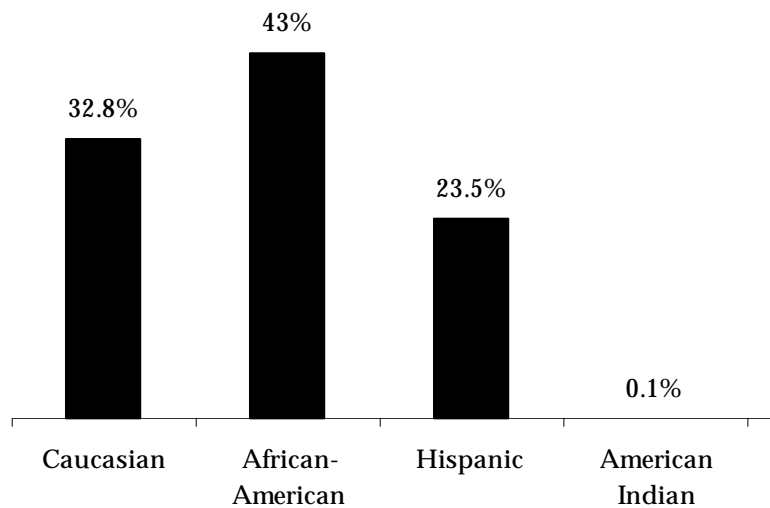
Source: CT Department of
Correction January 1, 2000.

Women Incarcerated
In Connecticut
1990 - 2000



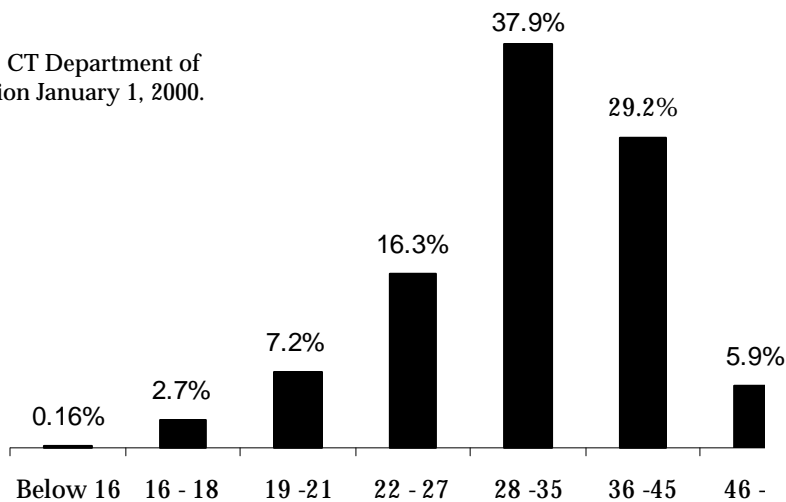
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Race Distribution of Women Incarcerated in Connecticut
January 2000



Age Distribution of Women Incarcerated in Connecticut
January 2000

Source: CT Department of
Correction January 1, 2000.

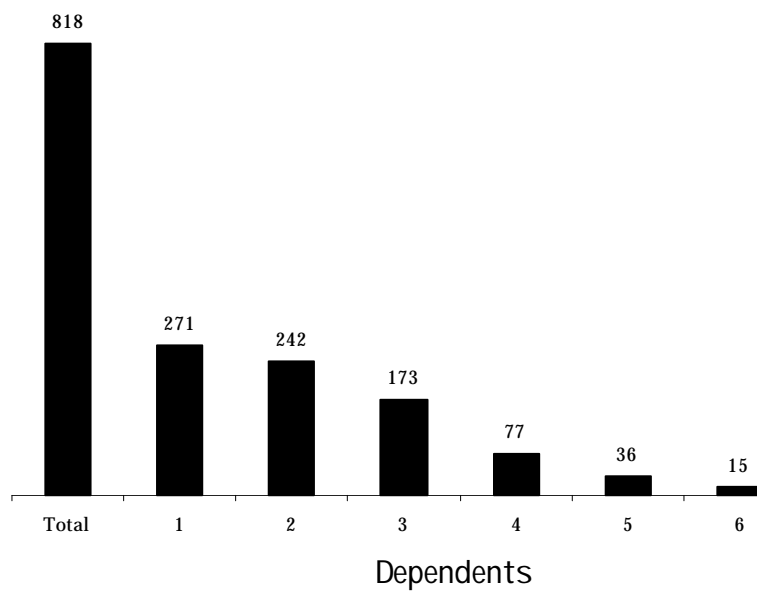


women in prison

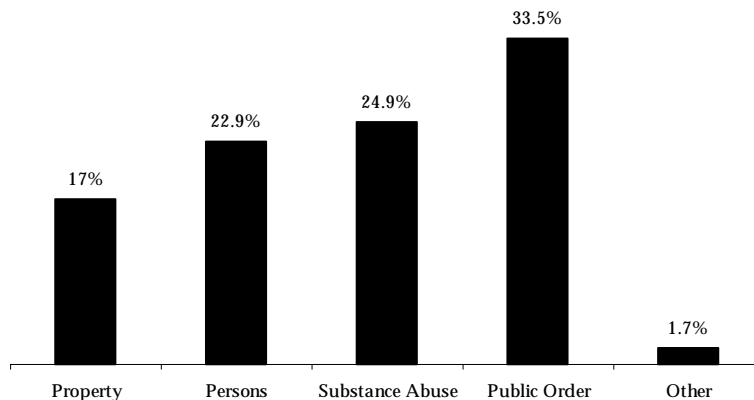
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Incarcerated Women with Dependents

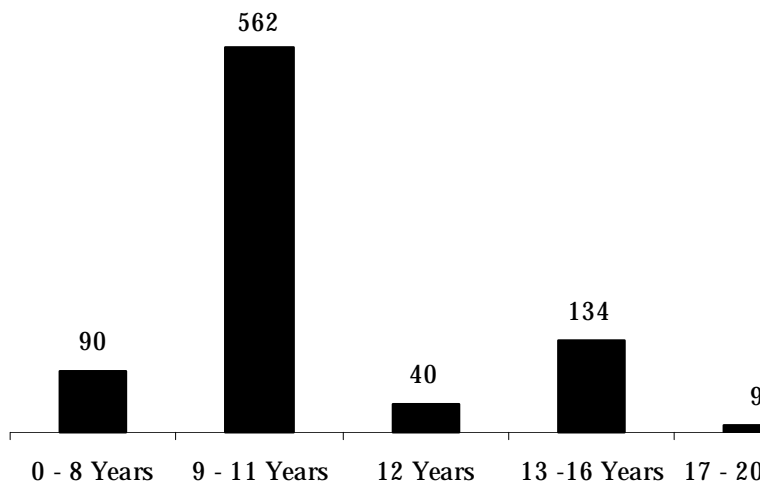


Type of Offence of Incarcerated Women



FACTS about Connecticut Women

Self-Reported Educational Levels Of Incarcerated Women



Source: State of CT Department of Correction, January 1, 2000.

women in prison

FACTS about Connecticut Women

mini essay -- women in prison

For Women Offenders: More Sanctions and Fewer Prison Sentences

a mini-essay by

By Andi Rierden

Adjunct Professor of Journalism at Fairfield University and author of *The Farm: Life Inside a Women's Prison*
(University of Massachusetts Press)

By the mid-1990s, prison construction nationwide had become a multi-billion dollar industry. Yet by most accounts, if confinement and incarceration remain the standard method of punishment, countless families will continue to suffer and the criminal justice system will have made few strides in its efforts to control crime and the painful cycle of recidivism. David J. Rothman warned as much ten years ago in his classic treatise on the history of punishment in the United States, *The Discovery of the Asylum*. "We tend to forget that they [penal institutions] were the invention of one generation to serve very special needs," he wrote, "not the only possible reaction to social problems... We need not remain trapped in inherited answers."

Six years after Rothman's book was published, the Department of Correction opened a \$90 million complex next door to the old prison in Niantic to house its women prisoners. The Janet S. York Correctional Institution, with all of its skylights and contemporary facades is instead reminiscent of the primitive male prison model where confinement and dependency work to control and infantilize inmates. Despite all the millions spent, many women continue to leave the prison worse off than when they arrived and too many return. Understaffed and overcrowded, York has been plagued by suicides, employee protest, and a legal reprimand by the Connecticut Civil Liberties Union for its treatment of mentally ill inmates.

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(more)

FACTS about Connecticut Women

Women in Prison a mini-essay by Andi Rierden continued

The biggest sufferers, however, may be the children of inmates. Close to 80 percent of women in York are mothers. Studies have reported that children of inmates are often psychologically traumatized and five to six times more likely than their peers to be incarcerated. In my years of writing about the women's prison, I have met countless inmates with two or more family members that are also incarcerated. I have heard more stories than I care to remember about children of those inmates being tossed from relative to relative, foster home to foster home, or a combination of both. It is not a surprise that they often repeat the same patterns as their parents. The children feeling abandoned, build resentment and hostility toward their absent mothers, and their mothers, isolated and confined, lose the ability to cope with the stresses of parenting and day to day life when they are released. In short, maintaining the status quo by relying on incarceration as the main solution to criminal behavior is a recipe for continued failure.

Not all mothers in prison make fit parents, but for those who are or strive to be—and for those who qualify—more alternative sentences should help change such grim dynamics for everyone involved. To preserve families and reduce overcrowding and its ill effects, a larger emphasis on such sanctions is needed in the form of job training, residential programs, drug treatment, steady employment and parenting and child care programs. A 1996 study by the Justice Education Center, Inc. in Hartford, reported that women in alternative incarceration settings, by far, do better than men. Tracking inmates for two years after their release, the study found that 36 percent of women were arrested after serving an alternative sanction compared with 67 percent of DOC clients. For men it was 51 percent and 52 percent respectively. Nevertheless, only 20 percent of the 5,000 clients in these programs are women. Given the statistics, the state should dramatically increase the numbers of women in these programs. Giving more women community based sentences that allow them daily contact with their children may have positive ramifications for generations to come. And they will allow us to move into a more enlightened age of criminal justice.

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mini-essay -- women in prison

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